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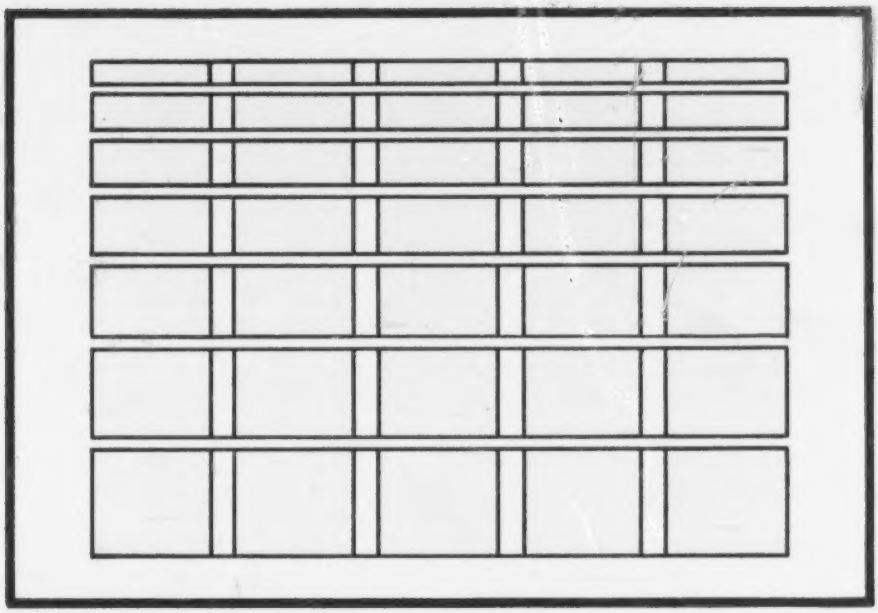
1988

AMS Data Processing Salaries Report



Salary averages and starting rates for 20 "benchmark" data processing positions

Administrative Management Society, Trevose, PA

AMS
1988
Data Processing Salaries Report

Salary rates for data processing employees in the United States and Canada

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A professional nonprofit association serving office management since 1919

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The following cities are covered in this report:

Eastern
Albany, NY
Allentown, PA
Binghamton, NY
Boston, MA
Buffalo, NY
Harrisburg, PA
Hartford, CT
Lancaster, PA
Montgomery Cty., PA
Newark Area, NJ
New Hampshire
New York, NY
Philadelphia, PA
Pittsburgh, PA
Portland, ME
Providence, RI
Reading, PA
Rochester, NY
Stamford, CT
Syracuse, NY
Washington, DC
Westchester, NY
Wilmington, DE
York, PA

East Central
Akron-Canton, OH
Battlecreek-Kalamazoo, MI
Chicago, IL
Chicago (North/West), IL
Cincinnati, OH
Cleveland, OH
Columbus, OH
Dayton, OH
Detroit, MI
Evansville, IN
Fort Wayne, IN
Grand Rapids, MI
Indianapolis, IN
Rockford, IL
Toledo, OH

West Central
Bismarck-Mandan, ND
Cedar Rapids, IA
Davenport, IA
Des Moines, IA
Fargo-Moorhead, ND
Kansas City, MO
Lincoln, NE
Madison, WI
Mid-Missouri
Milwaukee, WI
Minneapolis-St. Paul, MN
Minnesota (Southern)
Omaha, NE
St. Louis, MO
Topeka, KS
Wichita, KS

Southern
Atlanta, GA
Birmingham, AL
Charlotte, NC
Columbia, SC
Dallas, TX
Fort Worth, TX
Greensboro, NC
Greenville, SC
High Point, NC
Houston, TX
Kingsport, TN
Knoxville, TN
Lexington, KY
Little Rock, AR
Louisville, KY
Norfolk, VA
Oklahoma City, OK
Orlando, FL
Raleigh, NC
Richmond, VA
Roanoke, VA
Tulsa, OK
Winston-Salem, NC

Western
Denver, CO
Los Angeles, CA
Oakland-East Bay, CA
Phoenix, AZ
Portland, OR
Salem Area, OR
San Francisco, CA
San Jose, CA
Seattle, WA

Canada
Calgary, AB
Hamilton, ON
Kitchener, ON
Regina, SK
Toronto, ON
Winnipeg, MB

Introduction

The AMS Management Information Committee is pleased to present the results of the sixth annual AMS salary survey of data processing personnel. This survey represents data collected from over 2,200 companies of all sizes and types across North America, incorporating over 50,000 data processing employees.

Average salary rates, effective January 15, 1988, are provided for 20 typical data processing positions commonly found in most companies. This year, starting rates have been added to the survey, and are reported for each position in all breakouts.

The salary data is broken out by region (five in U.S., plus Canada), by type of business (seven) and, new this year, by company size (two). Data is also reported for 93 cities across North America.

In addition, annual salary budget increases are given for 1988 (actual) and 1989 (projected) by region, type of business, size of company, and overall.

The AMS salary surveys are made possible through the cooperation of AMS chapters in cities throughout the United States and Canada. Salary survey coordinators in each chapter have solicited participation from a cross-section of member and nonmember companies in each city. Questionnaires are returned directly to AMS headquarters for processing to ensure the confidentiality of the salary data.

This report presents the overall results of the entire survey, with the breakouts as indicated above. More detailed results by city are provided to each chapter salary survey coordinator for publication of a local report. To determine the availability of a report for your city, contact the salary survey coordinator at AMS headquarters in Trevose, Pennsylvania.

We welcome your comments regarding the format of this survey, the positions covered, and other suggestions that will make this report a more effective tool for determining competitive salary rates for data processing employees.

Guide To Use of Survey Data

The **1988 Management Salaries Report** presents annual base salary rates for 20 "benchmark" management and supervisory positions typically found in businesses throughout the United States and Canada, effective as of January 15, 1988. Rates for each position are reported by city and region overall, plus type of business and size of company breakouts.

In addition, salary budget information precedes the salary data, and reports actual increases for 1988 and projected increases for 1989. This information is reported overall by U.S. and Canada, by region, by type of business, and by size of company.

EXPLANATION OF SALARY DATA

This year, data collection and processing procedures were revised in order to obtain more useful salary data based on the sample sizes. Each company participating in the survey was asked to provide one average rate for employees in each position, or the actual rate where there was only one incumbent (most cases). These rates are presented in this report as follows:

Average — the annual salary rate averaged by company. This "straight" rate is not affected by one company reporting a large number of employees, since each company's average for the position counts as one.

Low (25th percentile) — considering all the rates reported for a position, the low rate is the one that falls at the 25 percent mark up from the lowest rate reported. Rates less than this may generally be considered the extremes.

Mid (50th percentile) — this rate represents the one that falls at the 50 percent mark (midpoint) of all the rates reported for a position. In a well-balanced sample, this rate will be close to the average.

High (75th percentile) — this rate represents the one that falls at the 75 percent mark up from the lowest rate reported. Rates higher than this may generally be considered the extremes.

Start — the average annual starting rate for the position.

APPLYING THE INFORMATION

Since this report is considered a "benchmark" survey, the positions as defined on the following pages are general. Survey respondents have been encouraged to include data for employees whose responsibilities are similar to those in the following descriptions, but whose titles may not be the same.

Therefore, the data in this survey should be used with discretion. You are urged to review the responsibilities of each position description before making comparisons with the positions in your company — do not make comparisons by title alone. You should not expect the salaries of your employees to be the same as those in this report. The AMS data should be used in conjunction with other data and in consideration of such factors as location, benefits, unique company characteristics, availability of applicants, etc.

A small number of responses for any given position in the city reports may not represent a sound sample. In this case it may be helpful to refer to data for your region, type of business and/or size of company.

For further information about this or other AMS surveys, contact the salary survey coordinator at AMS Headquarters in Trevose, PA — 215-953-1040.

ATTENTION: Please make the following corrections to page 4.

Guide To Use of Survey Data

The **1988 Data Processing Salaries Report** presents annual base salary rates for 20 "benchmark" data processing positions typically found in businesses throughout the United States and Canada, effective as of January 15, 1988. Rates for each position are reported by city and region overall, plus type of business and company size.

EXPLANATION OF SALARY DATA

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DATA PROCESSING SALARY SURVEY — POSITION DESCRIPTIONS

GENERAL

A DATA PROCESSING MANAGER — Responsible for planning, directing and controlling all data processing-related activities in an organization, including systems analysis, applications programming, computer operations and data entry activities and staffs.

SYSTEMS ANALYSIS

B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS — Responsible for planning, organizing and controlling the activities and personnel of the systems analysis section. Responsible for developing and implementing new or revised systems and procedures; for conducting feasibility studies; for systems design. Consults with other departments on systems and procedures. Assigns section personnel to projects and directs their activities. *(If includes applications programming responsibilities, see position I.)*

C LEAD SYSTEMS ANALYST — Assists manager/supervisor by organizing, scheduling and monitoring the activities and personnel of the systems analysis section. Assists in scheduling the work of the section. Has full technical knowledge of systems analysis activities and procedures. *(If includes applications programming responsibilities, see position J.)*

D SYSTEMS ANALYST — Under general direction, formulates statements of business problems and devises procedures for solution of the problems. Competent to work at the highest technical level of systems analysis activities; generally works independently on projects. *(If includes applications programming duties, see position K.)*

APPLICATIONS PROGRAMMING

E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING — Responsible for planning, organizing and controlling the activities and personnel involved in the preparation of applications programs. Assigns and coordinates the work of the programming staff. Establishes standards for block diagramming, flowcharts and coding. May write and debug complex programs. Meets with systems analysts, other technical personnel and users to schedule projects and feasibility studies. Reviews and evaluates work of programming staff. *(If includes systems analysis responsibilities, see position I.)*

F LEAD APPLICATIONS PROGRAMMER — Assists manager/supervisor by organizing, scheduling and monitoring the activities and personnel involved in applications programming. Trains and instructs programmers and assigns work. Assists in scheduling programming projects and coordinating them with other sections. *(If acts as programming project manager including systems analysis duties, see position J.)*

G SENIOR APPLICATIONS PROGRAMMER — Under general supervision, analyzes problems outlined by systems analysts and outlines detailed equipment requirements. Designs detailed flowcharts; verifies program logic by preparing test data for trial runs; tests and debugs programs; prepares run sheets for routine programs. May do coding from flowcharts. May confer with technical personnel. *(If includes systems analysis duties, see position K.)*

H APPLICATIONS PROGRAMMER — Under direct supervision, conducts detailed analysis of defined systems specifications and develops block diagrams and flowcharts. Codes and prepares test data; tests and debugs programs; revises programs; documents procedures used for completed programs. Evaluates and modifies existing programs. *(If includes systems analysis duties, see position L.)*

SYSTEMS ANALYSIS AND PROGRAMMING

I MANAGER/SUPERVISOR - SYSTEMS ANALYSIS AND PROGRAMMING — Responsible for planning, organizing and directing the activities and personnel involved in systems analysis, design and applications programming. Plans and monitors project assignments and schedules; meets with users to identify project requirements, establish deadlines, and resolve problems. Analyzes and ensures results meet user needs. *(Combines responsibilities of positions B and E.)*

J LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) — Under general direction, plans, controls and monitors the activities and personnel involved in the implementation of projects involving systems analysis, design and applications programming. Coordinates testing and ensures timely implementation of projects assigned to the team. Ensures all necessary documentation is completed and standards adhered to. Interfaces with users to ensure their needs are met. Provides training and assistance to programmer/analysts. Prepares project status reports and keeps management informed of progress. *(Combines responsibilities of positions C and F.)*

K SENIOR PROGRAMMER/ANALYST — Under general supervision, participates in systems analysis and program design activities. Handles complex projects involving extensive technical expertise. Interfaces with users to determine the need for, use of, and informational requirements of the new or modified system. Defines the applications problem and determines system specifications. Prepares logic flow charts, codes and documentation. Devises data verification methods and standard systems procedures. Trains programmer/analyst. *(Combines duties of positions D and G.)*

L PROGRAMMER/ANALYST — Under direct supervision, participates in systems analysis and program design activities of lesser complexity than the above position. Interfaces with users to determine information requirements of the new or modified system; defines the applications problem; determines systems specifications; prepares logic flowcharts, codes and documentation; devises standard systems procedures. *(Combines duties of positions D and H.)*

COMPUTER OPERATIONS

M MANAGER/SUPERVISOR - COMPUTER OPERATIONS — Responsible for managing the operations and personnel of the computer operations center mainframe and peripheral equipment. Interfaces with users and other data processing sections to coordinate activities and resolve problems. Reviews and evaluates the performance of equipment and staff; recommends improvements as necessary. Interfaces with vendors with regard to computer operating equipment.

N LEAD COMPUTER OPERATOR — Assists the manager/supervisor in providing work leadership and technical guidance to computer operators to ensure a continuous flow of work and performance. This includes assisting in planning, balancing and adjusting schedules; determining and resolving equipment input and operating problems within prescribed limits of authority; providing training to operators and operating equipment as necessary. Assists in coordinating activities with other DP sections.

O SENIOR COMPUTER OPERATOR — Operates computer utilizing established programs. Loads computer and operates console. Troubleshoots program errors or equipment failures. Instructs or gives limited directions to less experienced operators. Maintains operating records.

P COMPUTER OPERATOR — Under direct supervision operates computer utilizing established programs; loads computer and operates console in accordance with programmed instructions. Observes functioning of equipment. Detects and reports nature of errors or equipment failure and makes simple console adjustments. May maintain operating records.

DATA ENTRY

Q SUPERVISOR - DATA ENTRY — Responsible for supervising, scheduling and organizing the work of data entry employees. Reviews and evaluates section performance. Interfaces with users as needed. Maintains files.

R LEAD DATA ENTRY OPERATOR — Responsible for assisting the supervisor by providing work, leadership and technical guidance to data entry operators to ensure a smooth and continuous flow of work and performance. Assists in training and instructing data entry operators.

S SENIOR DATA ENTRY OPERATOR — Operates data entry equipment to record and/or verify data from source documents. Corrects errors. Follows a pattern of operations generally standardized but frequently including rules, exceptions and special instructions which demand the operator's close attention. May provide assistance and/or training to less experienced operators.

T DATA ENTRY OPERATOR — Under direct supervision operates data entry equipment to record and/or verify data from source documents. Corrects errors. Follows a generally standardized pattern of operations.

Exempt Salary Budget Increases

1988 — Approved (%)

Type of Business	Total U.S.	Eastern	East Central	West Central	South	West	Canada
Manu./Proc./Const.	4.8	4.9	4.7	4.5	4.8	5.0	4.8
Bank./Ins./Fin.	5.5	5.8	5.7	5.3	5.3	5.7	5.8
Service	5.8	6.2	5.8	5.3	5.7	5.6	4.4
Retail/Wholesale	5.0	5.3	5.0	4.7	5.2	4.8	5.4
Util./Trans./Comm.	4.6	4.9	4.3	4.4	4.5	5.4	4.5
Educ./Gov't./Nonprof.	4.8	5.1	5.0	4.4	4.9	4.4	3.7
Other	5.5	5.9	5.5	4.8	5.4	5.9	4.5
Total	**5.1**	**5.4**	**5.1**	**4.8**	**5.1**	**5.3**	**4.9**
Size of Company							
Under 500 Emps.	5.3	5.5	5.2	4.8	5.2	5.4	4.9
Over 500 Emps.	4.9	5.1	4.9	4.8	4.9	4.8	4.7

1989 — Planned (%)

Type of Business							
Manu./Proc./Const.	4.8	5.1	4.7	4.8	4.7	5.0	4.4
Bank./Ins./Fin.	5.7	5.7	6.0	5.5	5.7	5.7	5.9
Service	6.0	6.1	6.1	5.9	6.1	5.6	4.3
Retail/Wholesale	5.1	5.5	5.1	4.5	4.7	5.2	4.7
Util./Trans./Comm.	4.7	5.0	3.8	4.4	5.1	5.8	5.5
Educ./Gov't./Nonprof.	4.7	5.1	5.0	4.2	4.5	4.2	4.0
Other	5.5	6.3	5.4	4.4	5.1	5.6	4.6
Total	**5.2**	**5.5**	**5.2**	**4.9**	**5.1**	**5.3**	**4.7**
Size of Company							
Under 500 Emps.	5.4	5.7	5.3	5.0	5.3	5.5	4.6
Over 500 Emps.	4.9	5.1	5.0	4.7	4.7	4.7	5.2

Nonexempt Salary Budget Increases

1988 — Approved (%)

Type of Business	Total U.S.	Eastern	East Central	West Central	South	West	Canada
Manu./Proc./Const.	4.4	4.6	4.3	4.1	4.5	4.7	4.1
Bank./Ins./Fin.	5.4	5.7	5.4	5.2	5.1	5.8	5.9
Service	5.4	5.5	5.4	5.0	5.6	5.4	3.8
Retail/Wholesale	4.8	5.0	4.7	4.4	5.0	4.6	5.0
Util./Trans./Comm.	4.2	4.4	4.1	3.8	4.3	5.1	4.1
Educ./Govt./Nonprof.	4.7	5.0	4.8	4.3	4.9	4.5	4.1
Other	5.2	5.5	5.3	4.5	5.1	5.4	4.5
Total	**4.9**	**5.1**	**4.8**	**4.6**	**4.9**	**5.1**	**4.5**
Size of Company							
Under 500 Emps.	5.0	5.2	4.9	4.6	5.1	5.2	4.5
Over 500 Emps.	4.7	4.9	4.6	4.5	4.6	4.8	4.6

1989 — Planned (%)

Type of Business							
Manu./Proc./Const.	4.5	4.7	4.4	4.4	4.4	4.6	4.0
Bank./Ins./Fin.	5.4	5.6	5.4	5.2	5.3	5.5	6.5
Service	5.3	5.4	5.4	5.2	5.3	5.1	3.7
Retail/Wholesale	4.9	5.1	5.0	4.4	4.7	5.1	4.5
Util./Trans./Comm.	4.4	4.9	3.5	4.0	4.5	5.3	4.7
Educ./Gov't./Nonprof.	4.6	5.0	4.7	4.1	4.4	4.4	3.9
Other	5.1	5.7	5.2	4.4	4.8	5.2	4.4
Total	**4.9**	**5.1**	**4.9**	**4.6**	**4.8**	**5.0**	**4.4**
Size of Company							
Under 500 Emps.	5.0	5.3	5.0	4.6	4.9	5.2	4.2
Over 500 Emps.	4.6	4.8	4.5	4.5	4.5	4.5	5.0

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

TOTAL U.S.

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	49.5	44.2	38.7	33.0	43.8	36.0	30.4	24.5	46.5	39.2	33.3	27.1	36.0	23.3	20.8	17.2	24.0	18.3	16.7	14.3
LOW	39.5	37.5	34.5	29.5	37.5	31.5	26.5	20.5	40.5	34.5	29.5	24.5	28.5	20.5	18.5	15.5	20.5	16.5	14.5	12.5
MID	47.5	44.5	39.5	33.5	42.5	35.5	29.5	23.5	46.5	39.5	33.5	27.5	35.5	22.5	20.5	16.5	23.5	18.5	16.5	14.5
HIGH	57.5	50.5	43.5	37.5	50.5	40.5	35.5	27.5	52.5	43.5	36.5	30.5	42.5	26.5	23.5	19.5	27.5	20.5	18.5	16.5
START	40.0	35.9	31.7	28.0	35.7	30.6	26.3	21.7	37.7	32.0	28.1	23.8	30.3	20.2	17.8	15.4	20.3	15.6	14.1	12.7
NO. COMPANIES	1027	352	329	504	283	149	333	507	559	449	757	948	893	579	775	1136	504	370	556	972
NO. EMPLOYEES	1115	689	1422	2516	594	625	2001	2798	1353	2503	5260	6751	1101	1388	2716	3848	819	929	3230	5951

EASTERN UNITED STATES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.4	42.9	39.2	32.8	44.9	36.3	31.8	24.9	46.9	39.4	33.9	27.4	35.4	22.9	21.0	17.4	24.1	18.6	16.5	14.8
LOW	37.5	36.5	34.5	29.5	37.5	32.5	27.5	21.5	39.5	33.5	30.5	24.5	27.5	20.5	18.5	15.5	20.5	15.5	14.5	12.5
MID	47.5	42.5	39.5	33.5	43.5	36.5	30.5	23.5	46.5	40.5	33.5	27.5	34.5	22.5	20.5	17.5	23.5	17.5	16.5	14.5
HIGH	57.5	48.5	42.5	36.5	50.5	40.5	36.5	27.5	53.5	44.5	37.5	30.5	41.5	25.5	22.5	19.5	27.5	20.5	18.5	16.5
START	40.8	36.4	32.1	28.1	36.6	31.5	28.1	22.0	38.0	32.6	29.0	24.1	29.8	19.4	17.4	15.0	20.1	15.6	14.1	12.8
NO. COMPANIES	253	102	80	131	88	42	97	142	122	111	179	240	234	137	197	305	131	99	128	273
NO. EMPLOYEES	272	146	333	606	148	159	574	684	319	809	1358	1694	283	343	788	879	225	263	609	1985

EAST CENTRAL UNITED STATES

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.4	44.9	38.4	33.3	43.8	35.5	30.0	24.8	46.3	39.0	32.8	26.9	35.6	23.5	20.9	17.5	24.5	19.7	17.0	14.6
LOW	39.5	39.5	34.5	28.5	36.5	30.5	26.5	21.5	39.5	34.5	29.5	24.5	29.5	20.5	18.5	15.5	20.5	16.5	15.5	12.5
MID	47.5	43.5	38.5	33.5	42.5	34.5	29.5	24.5	45.5	38.5	32.5	26.5	34.5	23.5	20.5	17.5	22.5	18.5	16.5	14.5
HIGH	55.5	50.5	41.5	37.5	50.5	38.5	33.5	26.5	52.5	43.5	36.5	29.5	41.5	26.5	23.5	19.5	27.5	21.5	18.5	16.5
START	38.7	34.7	31.0	27.7	35.6	30.4	25.3	21.8	37.2	31.4	27.7	23.8	29.7	19.9	17.7	15.4	20.3	15.5	13.9	12.7
NO. COMPANIES	253	72	72	107	67	30	74	126	131	111	180	232	209	151	167	262	118	80	131	220
NO. EMPLOYEES	276		251		120		366		356		1134		241		493		158		617	
		144		524		68		616		517		1335		312		825		164		1029

WEST CENTRAL UNITED STATES

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.4	42.1	37.4	32.0	41.3	34.4	29.0	23.2	44.3	36.7	31.4	26.2	35.6	23.0	20.7	16.9	24.0	18.3	16.2	13.7
LOW	38.5	35.5	34.5	28.5	35.5	30.5	24.5	20.5	38.5	32.5	27.5	22.5	29.5	19.5	18.5	14.5	19.5	15.5	13.5	11.5
MID	47.5	43.5	38.5	32.5	41.5	34.5	28.5	22.5	44.5	36.5	31.5	26.5	35.5	22.5	20.5	16.5	22.5	18.5	15.5	13.5
HIGH	57.5	47.5	41.5	36.5	47.5	39.5	33.5	26.5	49.5	40.5	34.5	29.5	40.5	26.5	22.5	18.5	26.5	20.5	17.5	15.5
START	38.9	35.1	30.4	26.3	33.9	28.2	24.5	20.3	35.8	30.2	26.2	22.5	29.4	20.1	17.5	14.7	19.9	15.0	13.6	12.0
NO. COMPANIES	219	80	79	115	67	30	81	126	132	89	166	207	189	115	162	231	99	59	104	202
NO. EMPLOYEES	234		334		163		460		244		889		227		480		172		531	
		153		531		183		716		310		1301		236		855		147		1212

SOUTHERN UNITED STATES

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	50.2	45.2	39.2	33.2	42.1	34.4	30.2	24.5	47.6	39.8	33.4	27.1	36.8	23.5	19.9	16.7	22.9	17.7	16.2	13.9
LOW	40.5	39.5	34.5	29.5	36.5	26.5	24.5	20.5	41.5	35.5	30.5	24.5	28.5	19.5	17.5	14.5	19.5	15.5	14.5	12.5
MID	48.5	45.5	39.5	32.5	42.5	33.5	27.5	23.5	48.5	40.5	33.5	27.5	36.5	22.5	19.5	16.5	21.5	17.5	16.5	13.5
HIGH	61.5	51.5	43.5	37.5	47.5	40.5	37.5	28.5	53.5	44.5	36.5	30.5	43.5	26.5	22.5	18.5	26.5	19.5	17.5	15.5
START	40.3	35.4	32.0	27.7	34.2	29.9	26.5	21.3	38.8	32.3	27.8	23.5	30.6	19.7	17.0	14.8	19.2	14.8	13.8	12.0
NO. COMPANIES	206	62	68	102	45	29	58	76	115	101	155	187	179	128	171	243	111	87	128	189
NO. EMPLOYEES	229		339		132		400		309		1329		234		671		192		1160	
		164		634		121		571		608		1527		346		925		243		1073

WESTERN UNITED STATES

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	51.1	49.6	40.0	35.0	54.8	41.3	33.1	27.4	50.6	44.1	37.2	29.6	38.8	25.9	23.0	19.1	27.5	20.7	18.5	16.0
LOW	40.5	42.5	36.5	31.5	47.5	34.5	28.5	23.5	41.5	39.5	33.5	27.5	30.5	22.5	19.5	16.5	22.5	18.5	16.5	13.5
MID	50.5	49.5	39.5	34.5	53.5	36.5	31.5	27.5	49.5	43.5	36.5	29.5	35.5	26.5	23.5	18.5	26.5	20.5	18.5	15.5
HIGH	60.5	55.5	45.5	38.5	64.5	49.5	42.5	31.5	60.5	48.5	41.5	33.5	47.5	28.5	25.5	20.5	30.5	23.5	20.5	17.5
START	42.0	39.6	32.7	29.9	41.8	33.6	28.8	24.6	39.7	35.4	30.4	25.2	32.2	22.8	19.3	17.0	22.9	17.3	15.6	14.1
NO. COMPANIES	96	36	30	49	16	18	23	37	59	37	77	82	82	48	78	95	45	45	65	88
NO. EMPLOYEES	104		165		31		201		125		550		116		284		72		313	
		82		221		94		211		265		894		151		364		112		652

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	49.3	43.9	40.6	34.4	43.6	35.7	32.3	25.2	46.2	40.6	34.1	27.8	36.6	23.4	21.5	17.9	26.0	19.8	17.3	15.3
LOW	40.5	37.5	37.5	30.5	37.5	29.5	26.5	21.5	38.5	35.5	30.5	24.5	29.5	20.5	18.5	15.5	21.5	17.5	15.5	13.5
MID	47.5	44.5	40.5	34.5	43.5	35.5	30.5	24.5	45.5	40.5	34.5	28.5	34.5	22.5	21.5	17.5	24.5	19.5	16.5	14.5
HIGH	56.5	49.5	44.5	38.5	49.5	40.5	37.5	28.5	52.5	45.5	37.5	30.5	42.5	26.5	23.5	20.5	29.5	21.5	18.5	17.5
START	40.4	34.9	33.0	29.5	35.7	31.1	28.0	22.1	38.7	33.2	29.2	24.8	31.9	20.4	18.7	16.1	22.9	16.2	14.6	13.5
NO. COMPANIES	356	114	99	144	81	39	96	153	152	104	225	285	240	139	211	356	92	93	148	262
NO. EMPLOYEES	372	179	208	457	130	81	351	382	233	371	860	944	264	277	507	772	134	209	499	849

BANKING/INSURANCE/FINANCE — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	54.6	46.1	37.9	31.0	45.4	36.3	29.0	23.6	48.4	39.1	32.9	26.9	36.6	23.0	20.0	16.4	23.1	17.9	15.8	13.0
LOW	43.5	38.5	34.5	26.5	38.5	31.5	24.5	20.5	41.5	34.5	29.5	24.5	29.5	20.5	17.5	14.5	20.5	15.5	13.5	11.5
MID	52.5	45.5	39.5	31.5	44.5	36.5	28.5	22.5	47.5	39.5	32.5	26.5	35.5	22.5	19.5	16.5	22.5	17.5	15.5	12.5
HIGH	61.5	50.5	42.5	34.5	50.5	41.5	33.5	25.5	53.5	43.5	36.5	30.5	42.5	26.5	21.5	18.5	26.5	20.5	17.5	14.5
START	43.8	37.6	30.6	25.7	37.5	31.0	25.1	21.0	38.1	31.1	27.2	23.0	29.9	19.7	16.8	14.5	19.0	14.7	13.4	11.6
NO. COMPANIES	177	76	77	117	68	41	90	131	150	138	181	210	223	170	205	265	129	90	145	205
NO. EMPLOYEES	185	154	371	684	159	142	531	997	472	881	1963	2745	280	444	785	1053	229	279	822	1670

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.5	43.0	38.6	33.3	38.9	35.4	31.0	25.0	45.2	37.7	32.3	26.7	30.9	23.0	19.8	16.9	22.9	16.9	16.3	13.7
LOW	32.5	35.5	34.5	30.5	34.5	32.5	28.5	21.5	39.5	32.5	29.5	24.5	23.5	13.5	18.5	14.5	18.5	15.5	14.5	12.5
MID	45.5	40.5	37.5	34.5	38.5	33.5	30.5	23.5	44.5	36.5	32.5	26.5	30.5	21.5	19.5	16.5	21.5	17.5	16.5	13.5
HIGH	52.5	47.5	39.5	36.5	47.5	40.5	35.5	27.5	50.5	43.5	35.5	29.5	36.5	25.5	21.5	19.5	26.5	18.5	18.5	15.5
START	35.2	35.7	32.6	30.9	33.2	31.0	28.0	23.1	38.0	32.6	27.6	23.2	28.0	19.7	17.4	15.1	19.0	15.0	14.3	12.4
NO. COMPANIES	79	18	22	33	20	10	27	38	42	23	57	68	68	44	53	82	47	35	50	92
NO. EMPLOYEES	85	27	83	132	35	22	94	169	69	79	307	410	99	84	140	264	61	95	240	578

RETAIL/WHOLESALE SALES & DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.6	39.8	36.5	34.6	45.3	35.1	30.1	24.7	46.4	40.3	33.3	27.0	34.1	22.1	20.8	16.8	22.8	17.8	15.9	13.7
LOW	36.5	35.5	31.5	31.5	36.5	31.5	25.5	20.5	37.5	34.5	29.5	23.5	26.5	18.5	18.5	14.5	17.5	15.5	13.5	12.5
MID	45.5	39.5	36.5	35.5	47.5	34.5	29.5	23.5	47.5	41.5	33.5	27.5	34.5	21.5	19.5	16.5	22.5	18.5	15.5	13.5
HIGH	55.5	45.5	39.5	39.5	52.5	40.5	34.5	28.5	53.5	44.5	36.5	30.5	41.5	24.5	23.5	18.5	26.5	19.5	17.5	15.5
START	38.3	35.6	34.5	29.2	36.6	31.6	26.2	22.7	40.7	33.6	28.3	23.7	29.1	19.6	17.5	14.9	19.7	15.2	14.0	12.3
NO. COMPANIES	91	30	18	35	20	12	24	36	44	34	67	75	70	52	65	99	62	40	44	112
NO. EMPLOYEES	104		36		28		184		74		313		82		154		82		225	
		47		113		39		172		119		394		81		271		107		762

UTILITIES/TRANSPORTATION/COMMUNICATIONS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	53.4	51.7	40.1	35.0	46.5	41.9	31.5	26.8	49.1	41.4	35.0	28.3	40.8	26.2	23.1	19.3	30.8	22.3	19.9	16.5
LOW	43.5	44.5	35.5	30.5	41.5	36.5	27.5	22.5	45.5	36.5	31.5	25.5	34.5	23.5	19.5	16.5	26.5	19.5	17.5	14.5
MID	50.5	51.5	39.5	35.5	43.5	37.5	32.5	26.5	49.5	40.5	34.5	27.5	40.5	25.5	23.5	19.5	30.5	22.5	20.5	16.5
HIGH	61.5	55.5	44.5	37.5	51.5	51.5	34.5	30.5	53.5	46.5	39.5	31.5	47.5	28.5	25.5	21.5	36.5	25.5	22.5	18.5
START	43.5	41.4	33.7	29.9	38.9	37.0	28.0	23.1	39.9	34.8	29.8	25.0	34.5	23.0	19.6	16.6	26.5	18.8	17.1	14.1
NO. COMPANIES	57	18	20	31	15	6	17	22	41	33	49	60	60	40	52	61	33	27	37	54
NO. EMPLOYEES	68		176		64		155		99		492		65		222		50		333	
		66		377		53		325		179		446		108		279		56		328

EDUCATION/GOVERNMENT/NONPROFIT

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.2	41.5	35.7	31.8	42.1	32.9	27.9	23.0	42.2	35.6	31.0	25.4	33.7	23.1	20.7	17.0	21.5	19.2	15.8	14.6
LOW	37.5	35.5	30.5	27.5	36.5	27.5	24.5	20.5	36.5	31.5	28.5	22.5	27.5	19.5	18.5	14.5	18.5	16.5	14.5	12.5
MID	45.5	41.5	35.5	31.5	41.5	32.5	26.5	22.5	42.5	36.5	30.5	25.5	34.5	22.5	20.5	16.5	21.5	18.5	15.5	14.5
HIGH	57.5	45.5	40.5	35.5	47.5	36.5	30.5	25.5	47.5	39.5	34.5	29.5	39.5	25.5	22.5	18.5	24.5	20.5	17.5	16.5
START	37.6	33.8	29.7	27.2	33.5	26.8	24.6	20.9	33.6	29.8	26.5	22.9	27.8	20.1	17.8	15.5	18.1	15.7	13.3	13.1
NO. COMPANIES	169	62	57	85	43	29	52	76	77	67	99	153	144	81	101	164	88	53	77	149
NO. EMPLOYEES	198		418		110		402		278		901		208		654		202		948	
		160		561		179		451		650		1258		277		766		139		1253

OTHER

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.2	46.6	39.7	33.5	44.8	41.8	32.6	25.5	47.7	40.3	34.2	27.8	38.3	23.9	20.3	17.0	25.6	18.4	17.2	14.4
LOW	37.5	40.5	35.5	29.5	35.5	36.5	28.5	21.5	40.5	34.5	30.5	24.5	32.5	20.5	17.5	14.5	20.5	14.5	14.5	12.5
MID	50.5	46.5	39.5	34.5	44.5	39.5	32.5	25.5	47.5	40.5	34.5	27.5	37.5	24.5	19.5	16.5	23.5	18.5	17.5	14.5
HIGH	58.5	52.5	43.5	37.5	49.5	45.5	38.5	28.5	55.5	46.5	38.5	30.5	45.5	28.5	23.5	19.5	30.5	21.5	19.5	15.5
START	39.0	36.5	31.6	27.3	34.9	32.8	26.1	22.0	37.2	32.8	28.7	23.9	31.4	20.1	17.4	15.0	21.5	15.6	14.1	12.5
NO. COMPANIES	98	34	36	59	36	12	27	51	53	50	79	97	88	53	88	109	53	32	55	98
NO. EMPLOYEES	103		130		68		224		128		424		103		254		61		163	
		56		192		109		302		230		554		117		443		44		511

DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

Annual salaries in thousands

EASTERN U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.5	43.1	40.4	33.8	42.9	36.8	34.3	24.6	44.1	39.8	34.6	27.8	34.3	24.0	22.7	18.2	23.8	19.2	18.1	15.6
LOW	40.5	36.5	36.5	30.5	37.5	33.5	29.5	20.5	35.5	32.5	28.5	24.5	27.5	21.5	20.5	15.5	19.5	16.5	16.5	13.5
MID	47.5	43.5	40.5	33.5	42.5	35.5	34.5	24.5	44.5	40.5	34.5	27.5	33.5	24.5	21.5	17.5	24.5	17.5	17.5	14.5
HIGH	55.5	48.5	45.5	36.5	49.5	40.5	39.5	28.5	51.5	45.5	37.5	30.5	40.5	26.5	23.5	19.5	27.5	20.5	19.5	17.5
START	41.1	34.5	32.7	29.5	35.7	33.0	31.3	21.7	37.5	32.0	29.9	25.2	30.7	20.4	19.0	15.9	21.1	16.1	15.4	13.7
NO. COMPANIES	108	39	36	44	35	12	33	51	39	29	66	89	74	34	61	120	27	31	32	91
NO. EMPLOYEES	109	41	72	121	47	20	88	133	49	68	146	231	81	56	124	226	50	113	156	364

BANKING/INSURANCE/FINANCE — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	53.5	46.4	38.8	31.0	50.8	37.3	30.3	25.3	52.8	40.1	33.4	27.4	38.3	22.5	19.4	16.6	23.3	17.7	15.5	13.1
LOW	44.5	38.5	33.5	28.5	43.5	30.5	25.5	21.5	44.5	34.5	31.5	24.5	29.5	19.5	16.5	14.5	20.5	14.5	13.5	11.5
MID	51.5	44.5	40.5	31.5	49.5	37.5	29.5	23.5	49.5	41.5	32.5	27.5	37.5	21.5	18.5	15.5	22.5	17.5	15.5	13.5
HIGH	62.5	54.5	43.5	34.5	56.5	43.5	36.5	26.5	55.5	44.5	36.5	30.5	44.5	25.5	21.5	18.5	26.5	20.5	17.5	14.5
START	48.4	46.2	32.0	26.6	40.7	31.9	25.9	22.1	41.7	32.7	27.8	23.5	30.7	18.8	16.3	14.1	19.2	14.8	13.3	11.7
NO. COMPANIES	31	14	19	33	23	15	27	35	29	30	37	44	50	44	53	66	34	23	35	50
NO. EMPLOYEES	32	21	90	195	66	62	265	294	77	299	699	711	59	119	260	300	68	61	224	492

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.3	44.9	39.3	33.2	41.0	38.1	32.3	25.3	46.6	36.6	31.6	26.8	30.3	22.2	19.8	16.8	23.2	17.4	14.7	14.0
LOW	32.5	37.5	36.5	31.5	33.5	31.5	28.5	21.5	43.5	30.5	28.5	24.5	25.5	20.5	18.5	15.5	21.5	15.5	14.5	12.5
MID	44.5	41.5	37.5	33.5	37.5	40.5	30.5	24.5	49.5	37.5	30.5	25.5	30.5	21.5	19.5	16.5	22.5	16.5	14.5	13.5
HIGH	53.5	56.5	38.5	35.5	51.5	41.5	35.5	27.5	50.5	39.5	35.5	31.5	34.5	21.5	20.5	17.5	24.5	17.5	16.5	15.5
START	33.2	42.2	35.3	31.6	35.9	30.2	28.0	23.4	36.8	34.0	28.7	23.7	25.8	19.5	17.6	15.0	20.8	15.9	13.1	12.7
NO. COMPANIES	23	7	5	8	6	3	10	12	9	4	16	21	22	12	12	23	10	10	14	27
NO. EMPLOYEES	25	9	10	27	7	7	33	32	19	17	74	87	33	25	35	70	14	34	97	239

RETAIL/WHOLESALE SALES & DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.8	37.8	34.1	34.6	39.9	26.8	30.6	25.0	45.3	39.9	33.5	27.7	32.2	21.3	21.3	16.3	22.7	17.2	15.8	13.9
LOW	35.5	31.5	29.5	32.5	34.5	17.5	27.5	8.5	31.5	34.5	30.5	23.5	6.5	17.5	18.5	15.5	17.5	15.5	13.5	12.5
MID	43.5	38.5	34.5	35.5	37.5	19.5	28.5	22.5	48.5	41.5	32.5	27.5	28.5	21.5	20.5	16.5	22.5	16.5	15.5	13.5
HIGH	53.5	40.5	38.5	39.5	47.5	34.5	35.5	26.5	58.5	41.5	36.5	32.5	6.5	24.5	23.5	17.5	27.5	18.5	16.5	14.5
START	35.9	33.3	32.2	27.7	31.2	25.1	24.7	21.2	39.0	32.7	29.2	23.8	28.8	18.3	17.0	14.2	19.0	14.7	13.8	11.9
NO. COMPANIES	27	16	3	15	6	4	7	12	11	9	18	18	22	19	26	35	23	13	13	38
NO. EMPLOYEES	38		3		6		14		15		57		24		44		28		48	
		23		35		11		24		20		67		29		77		24		248

UTILITIES/TRANSPORTATION/COMMUNICATIONS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	49.4	51.2	33.8	34.0	52.3			29.2	47.7	41.5	36.2	28.2	42.5	25.4	24.4	20.1	29.7	22.2	20.8	19.1
LOW	34.5	44.5	29.5	26.5	41.5			28.5	38.5	38.5	31.5	24.5	40.5	20.5	23.5	14.5	27.5	18.5	17.5	14.5
MID	44.5	52.5	33.5	35.5	51.5			28.5	40.5	41.5	35.5	26.5	43.5	23.5	23.5	20.5	30.5	23.5	20.5	17.5
HIGH	67.5	57.5	37.5	40.5	64.5			30.5	53.5	41.5	46.5	30.5	47.5	25.5	28.5	21.5	30.5	24.5	24.5	19.5
START	44.4	44.0	30.4	32.1	42.5			27.4	39.8	34.6	30.9	25.9	34.4	22.7	18.3	16.9	25.7	19.1	18.0	14.9
NO. COMPANIES	9	3	3	3	3			2	9	5	7	10	7	4	5	8	5	3	5	8
NO. EMPLOYEES	9		5		3				6		30		7		8		5		10	
		3		10				32		12		26		5		19		5		24

EDUCATION/GOVERNMENT/NONPROFIT — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.7	38.6	39.0	32.7	38.9	34.1	29.9	24.1	44.2	38.8	32.3	25.9	34.8	23.0	20.1	17.1	23.3	19.7	16.0	15.2
LOW	35.5	32.5	35.5	26.5	31.5	32.5	25.5	21.5	40.5	32.5	30.5	23.5	30.5	20.5	17.5	14.5	18.5	16.5	14.5	13.5
MID	44.5	41.5	36.5	30.5	36.5	33.5	29.5	23.5	45.5	36.5	31.5	25.5	34.5	22.5	19.5	17.5	22.5	19.5	15.5	15.5
HIGH	56.5	45.5	40.5	37.5	43.5	36.5	30.5	25.5	47.5	39.5	37.5	29.5	43.5	23.5	22.5	18.5	27.5	20.5	17.5	16.5
START	36.6	30.2	29.7	26.4	32.6	28.4	27.0	21.1	34.5	31.2	26.7	22.9	28.6	19.2	17.0	14.7	18.9	16.0	13.5	12.7
NO. COMPANIES	32	13	6	17	7	5	12	16	18	16	19	30	34	12	22	29	22	11	15	35
NO. EMPLOYEES	36		121		11		115		137		279		50		261		50		35	
		35		193		41		105		335		476		87		102		15		495

OTHER — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	55.2	44.7	39.0	31.1	45.8	46.9	29.3	24.5	46.4	39.8	34.9	27.6	38.9	23.2	20.2	17.1	28.9	19.6	16.4	15.0
LOW	43.5	37.5	35.5	28.5	42.5	45.5	22.5	20.5	42.5	35.5	28.5	23.5	32.5	19.5	17.5	14.5	23.5	17.5	14.5	12.5
MID	56.5	43.5	39.5	32.5	44.5	45.5	29.5	23.5	43.5	39.5	35.5	25.5	39.5	22.5	19.5	16.5	26.5	19.5	15.5	14.5
HIGH	68.5	51.5	41.5	35.5	47.5	48.5	38.5	26.5	54.5	46.5	38.5	29.5	45.5	24.5	23.5	19.5	33.5	21.5	18.5	15.5
START	44.6	37.5	31.6	25.5	34.8	43.9	24.6	22.5	35.7	34.7	30.2	23.3	31.2	19.5	16.2	14.5	24.6	15.5	13.2	12.9
NO. COMPANIES	23	10	8	11	8	2	7	14	10	18	16	28	25	12	18	24	10	8	14	24
NO. EMPLOYEES	23		32		8		42		16		73		29		56		10		39	
		14		24		2		64		58		96		22		85		11		123

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

EAST CENTRAL U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	50.7	44.1	40.7	36.2	44.1	35.7	30.7	26.3	48.8	41.5	34.2	27.7	37.3	23.3	21.4	18.3	27.9	20.6	17.2	15.5
LOW	40.5	37.5	37.5	30.5	36.5	30.5	26.5	22.5	39.5	38.5	31.5	25.5	30.5	20.5	18.5	15.5	22.5	18.5	15.5	13.5
MID	48.5	45.5	39.5	35.5	43.5	35.5	29.5	24.5	49.5	41.5	34.5	27.5	35.5	22.5	20.5	17.5	25.5	19.5	16.5	15.5
HIGH	59.5	50.5	45.5	38.5	51.5	40.5	33.5	28.5	56.5	46.5	37.5	30.5	45.5	26.5	24.5	20.5	33.5	22.5	18.5	17.5
START	40.9	34.1	32.9	29.7	36.6	31.5	26.5	22.6	40.0	34.3	29.7	25.2	32.0	20.2	18.9	16.1	25.2	16.3	14.0	13.4
NO. COMPANIES	105	31	28	44	26	10	26	52	47	38	67	89	75	51	55	103	34	29	51	84
NO. EMPLOYEES	110		56		53		131		73		346		81		158		46		153	
		52		147		16		138		163		347		110		261		39		276

BANKING/INSURANCE/FINANCE — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	51.5	46.3	36.0	30.2	46.0	37.6	29.0	23.3	46.0	38.2	32.0	26.8	36.6	24.0	19.6	16.5	23.1	18.0	16.3	12.9
LOW	45.5	40.5	32.5	26.5	38.5	33.5	25.5	19.5	40.5	33.5	28.5	24.5	30.5	21.5	17.5	14.5	20.5	16.5	14.5	11.5
MID	50.5	46.5	37.5	31.5	46.5	36.5	28.5	21.5	43.5	36.5	31.5	26.5	34.5	23.5	19.5	16.5	22.5	17.5	15.5	12.5
HIGH	58.5	53.5	38.5	33.5	50.5	36.5	32.5	25.5	50.5	42.5	35.5	28.5	41.5	26.5	20.5	17.5	25.5	17.5	17.5	14.5
START	41.9	36.8	29.3	24.6	38.4	34.8	23.9	20.6	36.1	30.8	26.3	23.2	29.6	19.8	16.4	14.9	19.1	14.7	13.2	11.7
NO. COMPANIES	39	15	15	17	15	5	19	24	27	30	35	40	46	35	40	49	24	16	29	35
NO. EMPLOYEES	43		82		20		84		165		391		62		117		34		196	
		44		117		16		210		208		425		84		180		65		279

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.8	44.2	38.6	34.6	37.9	33.0	34.1	26.5	43.7	36.7	31.4	26.0	31.1	21.8	18.8	16.5	19.8	14.8	16.2	13.2
LOW	35.5	35.5	31.5	30.5	34.5	29.5	28.5	22.5	37.5	28.5	29.5	22.5	22.5	18.5	16.5	14.5	17.5	11.5	13.5	11.5
MID	42.5	40.5	34.5	35.5	35.5	32.5	30.5	25.5	43.5	37.5	32.5	26.5	29.5	19.5	18.5	15.5	19.5	13.5	16.5	13.5
HIGH	49.5	48.5	47.5	38.5	41.5	33.5	37.5	29.5	49.5	41.5	35.5	29.5	40.5	23.5	21.5	19.5	21.5	17.5	18.5	14.5
START	32.0	31.0	30.2	27.8	28.7	27.1	26.5	23.0	35.5	27.6	24.1	21.9	23.9	18.3	15.2	13.4	16.9	13.1	14.1	11.4
NO. COMPANIES	22	6	8	9	8	5	4	11	12	8	17	22	19	13	14	22	13	8	11	18
NO. EMPLOYEES	23		28		17		4		19		73		21		26		18		80	
		13		36		5		39		21		125		24		61		10		111

RETAIL/WHOLESALE SALES & DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.4	47.7	31.4	32.1	50.8		28.1	22.5	39.7	39.7	33.0	24.2	32.7	20.1	24.8	16.9	22.8	18.0	16.1	13.7
LOW	35.5	39.5	23.5	19.5	47.5		21.5	19.5	29.5	35.5	28.5	20.5	22.5	15.5	19.5	13.5	16.5	14.5	14.5	11.5
MID	45.5	39.5	23.5	19.5	52.5		22.5	20.5	39.5	38.5	30.5	22.5	31.5	19.5	23.5	17.5	20.5	15.5	15.5	13.5
HIGH	47.5	55.5	39.5	44.5	53.5		30.5	26.5	47.5	43.5	38.5	29.5	39.5	23.5	24.5	19.5	22.5	20.5	18.5	15.5
START	32.2	30.6	38.3	34.8	39.3		26.0	21.7	35.8	33.6	30.0	22.2	30.0	18.3	19.9	15.6	19.5	15.4	12.4	12.0
NO. COMPANIES	17	2	2	2	3		4	5	6	6	10	14	10	8	8	18	8	4	6	22
NO. EMPLOYEES	17		2		4		28		8		64		11		22		8		22	
		2		13				40		27		93		9		46		5		88

UTILITIES/TRANSPORTATION/COMMUNICATIONS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	59.8	75.1	44.7	33.4			32.6	26.9	52.1	43.9	35.6	29.5	42.9	27.6	24.6	21.6	32.8	26.6	21.6	16.3
LOW	45.5	65.5	39.5	29.5			29.5	24.5	45.5	35.5	32.5	26.5	31.5	23.5	22.5	19.5	25.5	24.5	21.5	14.5
MID	47.5	65.5	44.5	33.5			32.5	26.5	52.5	45.5	38.5	28.5	38.5	28.5	25.5	20.5	35.5	27.5	22.5	15.5
HIGH	68.5	70.5	50.5	37.5			33.5	26.5	55.5	49.5	39.5	32.5	54.5	30.5	28.5	23.5	37.5	29.5	22.5	18.5
START	44.5	47.6	33.4	29.5			26.0	24.1	38.9	33.8	29.4	25.4	32.4	21.7	19.9	17.4	25.0	21.4	17.5	14.4
NO. COMPANIES	8	2	3	6			4	4	9	6	11	12	12	9	11	10	7	7	8	11
NO. EMPLOYEES	9		10				32		25		107		14		50		7		40	
		2		85				59		36		120		25		46		12		43

EDUCATION/GOVERNMENT/NONPROFIT — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.4	40.1	35.9	31.3	43.4	32.5	29.5	23.0	43.3	35.2	30.2	25.9	31.6	23.6	20.7	17.3	21.6	20.9	16.1	14.9
LOW	39.5	35.5	34.5	25.5	39.5	27.5	24.5	19.5	39.5	34.5	27.5	23.5	26.5	20.5	19.5	15.5	19.5	17.5	14.5	12.5
MID	45.5	39.5	36.5	33.5	42.5	33.5	27.5	22.5	42.5	36.5	29.5	24.5	31.5	23.5	20.5	17.5	21.5	18.5	16.5	15.5
HIGH	57.5	43.5	38.5	35.5	44.5	36.5	33.5	25.5	45.5	39.5	32.5	29.5	37.5	25.5	22.5	19.5	22.5	21.5	17.5	16.5
START	37.9	32.5	29.2	26.3	33.4	26.7	25.1	21.7	34.4	28.6	26.0	23.0	26.8	20.1	17.4	15.5	18.3	15.6	13.7	13.0
NO. COMPANIES	38	14	14	22	11	7	12	22	20	15	25	39	35	27	23	42	21	11	19	31
NO. EMPLOYEES	50		71		21		81		55		130		40		94		33		113	
		28		112		27		114		50		174		52		169		26		167

OTHER — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.7	50.2	37.6	33.2	38.5	36.3	25.6	22.6	43.1	35.1	31.7	26.6	34.2	23.8	20.2	16.2	24.3	16.0	17.9	14.7
LOW	31.5	40.5	33.5	28.5	28.5	34.5	19.5	14.5	35.5	29.5	27.5	23.5	28.5	18.5	16.5	14.5	19.5	12.5	17.5	13.5
MID	45.5	40.5	33.5	30.5	33.5	34.5	28.5	25.5	40.5	33.5	30.5	26.5	34.5	21.5	19.5	16.5	22.5	14.5	18.5	14.5
HIGH	50.5	60.5	42.5	37.5	54.5	38.5	28.5	25.5	47.5	38.5	36.5	29.5	37.5	25.5	21.5	18.5	28.5	18.5	19.5	15.5
START	34.1	36.8	30.1	27.7	32.8	26.0	21.6	19.9	34.9	28.7	26.9	22.4	29.2	20.1	16.9	14.2	17.1	13.4	15.0	12.4
NO. COMPANIES	24	2	2	7	3	2	3	8	10	8	15	16	12	8	16	18	11	5	7	19
NO. EMPLOYEES	24		2		3		6		11		23		12		26		12		13	
		3		14		2		16		12		51		8		62		7		65

DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

Annual salaries in thousands

WEST CENTRAL U.S. -- Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.2	42.7	40.1	34.1	42.0	34.3	28.3	23.7	44.2	36.9	31.1	26.6	36.8	23.8	21.0	17.8	26.2	20.9	17.2	14.9
LOW	40.5	37.5	35.5	30.5	31.5	28.5	25.5	20.5	38.5	30.5	27.5	23.5	30.5	19.5	18.5	15.5	21.5	18.5	15.5	12.5
MID	45.5	43.5	40.5	34.5	40.5	36.5	27.5	22.5	45.5	38.5	31.5	28.5	35.5	22.5	20.5	17.5	25.5	19.5	16.5	14.5
HIGH	54.5	47.5	44.5	37.5	49.5	41.5	30.5	27.5	50.5	42.5	35.5	30.5	42.5	26.5	22.5	19.5	27.5	24.5	18.5	16.5
START	39.2	36.4	32.0	28.5	31.6	28.1	23.9	20.2	36.7	32.0	26.8	23.8	30.5	20.5	17.8	15.6	22.2	17.3	14.1	12.4
NO. COMPANIES	68	22	15	24	12	7	21	34	33	19	42	52	43	19	40	56	16	12	27	41
NO. EMPLOYEES	73	31	25	75	18	19	78	68	44	58	128	145	45	30	93	102	21	16	76	100

BANKING/INSURANCE/FINANCE — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	56.1	45.1	37.1	30.9	40.8	34.8	28.9	22.4	46.3	37.1	31.9	26.6	37.1	23.8	20.7	16.3	23.5	17.6	15.1	12.4
LOW	44.5	38.5	33.5	25.5	35.5	30.5	24.5	19.5	39.5	33.5	28.5	23.5	31.5	20.5	18.5	14.5	19.5	15.5	13.5	11.5
MID	54.5	45.5	39.5	31.5	39.5	34.5	27.5	21.5	45.5	37.5	32.5	26.5	37.5	22.5	20.5	16.5	21.5	17.5	14.5	12.5
HIGH	65.5	49.5	42.5	35.5	46.5	36.5	34.5	24.5	50.5	40.5	34.5	29.5	41.5	27.5	21.5	18.5	25.5	19.5	16.5	13.5
START	44.5	35.2	29.3	24.8	34.7	27.6	24.0	19.4	36.4	29.8	26.1	22.3	29.8	20.3	17.3	14.1	18.5	14.9	12.8	11.1
NO. COMPANIES	46	26	27	34	24	12	27	42	40	35	49	59	60	49	52	67	34	20	33	53
NO. EMPLOYEES	47	45	135	204	54	50	180	327	110	129	363	601	77	102	183	291	68	80	167	335

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	44.5	31.1	37.2	30.5	36.9		29.3	22.1	41.6	29.9	30.4	26.7	29.1	20.4	18.9	16.2	20.9	15.4	16.0	13.3
LOW	32.5	26.5	36.5	28.5	24.5		28.5	18.5	33.5	18.5	27.5	23.5	22.5	17.5	17.5	14.5	18.5	13.5	13.5	12.5
MID	49.5	28.5	37.5	31.5	35.5		29.5	21.5	42.5	34.5	31.5	27.5	27.5	20.5	18.5	15.5	20.5	15.5	16.5	13.5
HIGH	52.5	33.5	39.5	34.5	38.5		30.5	23.5	47.5	36.5	32.5	29.5	36.5	22.5	20.5	18.5	23.5	17.5	16.5	14.5
START	34.3	23.4	32.6	27.6	29.9		27.0	22.5	35.6	24.9	26.3	22.2	26.2	18.0	16.3	14.1	15.7	10.5	13.3	11.3
NO. COMPANIES	19	2	6	8	4		5	8	13	3	8	12	17	9	13	20	7	3	8	19
NO. EMPLOYEES	19	2	29	22	4		13	38	13	9	39	64	25	16	34	79	10	9	22	55

RETAIL/WHOLESALE SALES & DISTRIBUTION

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	49.2	37.3	35.0	30.2	47.3		34.9	22.9	48.2	34.3	32.1	24.7	34.4	20.2	19.1	16.3	21.1	17.2	13.5	12.9
LOW	36.5	26.5	31.5	24.5	45.5		25.5	20.5	44.5	30.5	28.5	21.5	32.5	17.5	15.5	13.5	16.5	13.5	12.5	11.5
MID	45.5	35.5	35.5	27.5	47.5		34.5	21.5	47.5	33.5	29.5	24.5	34.5	18.5	18.5	15.5	20.5	16.5	12.5	12.5
HIGH	53.5	44.5	39.5	39.5	49.5		38.5	26.5	53.5	33.5	34.5	27.5	36.5	22.5	20.5	16.5	25.5	19.5	15.5	14.5
START	38.6	45.4	33.5	22.4	40.3		28.1	22.1	39.6	26.8	25.5	20.8	29.0	18.7	14.8	14.5	18.0	14.4	12.8	11.9
NO. COMPANIES	12	6	5	3	3		4	9	10	5	14	16	11	6	10	12	12	8	6	18
NO. EMPLOYEES	12		11		9		5		14		38		14		18		17		25	
		16		8				19		9		70		8		39		15		245

UTILITIES/TRANSPORTATION/COMMUNICATIONS

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	51.2	38.0	39.2	34.8	43.4	33.4	27.4	24.4	47.1	38.9	31.0	26.6	38.6	24.4	21.3	17.3	29.2	18.1	17.7	15.0
LOW	43.5	30.5	35.5	31.5	40.5	29.5	23.5	21.5	42.5	34.5	26.5	22.5	31.5	20.5	17.5	15.5	25.5	17.5	15.5	11.5
MID	47.5	40.5	36.5	35.5	43.5	29.5	24.5	22.5	46.5	37.5	29.5	25.5	37.5	25.5	22.5	16.5	26.5	19.5	17.5	15.5
HIGH	61.5	46.5	45.5	37.5	46.5	37.5	34.5	27.5	51.5	41.5	33.5	30.5	43.5	25.5	23.5	19.5	37.5	20.5	19.5	17.5
START	42.7	33.0	30.2	27.9	35.6	30.8	23.9	20.5	39.7	33.1	28.1	23.1	32.1	23.2	18.6	14.7	27.4	15.6	15.9	13.3
NO. COMPANIES	18	5	3	8	3	2	5	6	10	11	15	15	18	11	15	18	6	5	9	13
NO. EMPLOYEES	23		6		3		37		15		133		18		49		13		30	
		8		36		4		47		42		104		27		81		5		103

EDUCATION/GOVERNMENT/NONPROFIT

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.1	37.0	31.3	28.9	38.1	31.7	24.7	21.7	38.4	33.1	29.3	24.0	32.5	20.5	20.8	16.2	20.8	19.0	15.6	14.3
LOW	35.5	30.5	26.5	25.5	33.5	27.5	22.5	20.5	34.5	30.5	27.5	21.5	26.5	18.5	17.5	13.5	18.5	15.5	15.5	12.5
MID	40.5	37.5	30.5	28.5	37.5	31.5	24.5	20.5	37.5	31.5	28.5	24.5	30.5	19.5	19.5	15.5	20.5	18.5	15.5	14.5
HIGH	49.5	39.5	35.5	31.5	41.5	34.5	25.5	22.5	40.5	34.5	31.5	26.5	36.5	22.5	22.5	18.5	23.5	21.5	16.5	15.5
START	32.9	33.0	27.4	24.8	32.6	25.9	22.7	19.4	30.9	26.5	23.9	21.3	26.0	18.6	17.4	14.6	17.8	14.1	12.7	12.5
NO. COMPANIES	39	10	12	19	11	5	9	16	16	9	22	34	24	12	16	34	13	8	13	39
NO. EMPLOYEES	39		64		38		35		26		124		29		67		31		189	
		35		114		23		92		30		188		28		137		16		230

OTHER

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.5	45.4	41.8	34.3	44.7	39.6	33.0	27.1	43.1	39.9	33.4	28.0	36.2	23.5	21.3	17.8	28.4	17.6	18.3	13.9
LOW	37.5	45.5	39.5	30.5	39.5	39.5	30.5	21.5	39.5	33.5	28.5	23.5	30.5	21.5	17.5	14.5	19.5	15.5	14.5	12.5
MID	52.5	46.5	41.5	34.5	45.5	39.5	33.5	26.5	41.5	37.5	32.5	26.5	36.5	24.5	20.5	15.5	26.5	16.5	15.5	13.5
HIGH	57.5	52.5	46.5	39.5	48.5	40.5	35.5	31.5	48.5	46.5	38.5	31.5	37.5	25.5	23.5	20.5	38.5	20.5	21.5	15.5
START	38.5	36.4	33.0	27.0	33.6	32.2	26.7	22.2	33.8	32.6	27.1	22.7	31.4	20.8	18.5	15.5	24.3	15.3	14.1	12.0
NO. COMPANIES	17	9	11	19	10	2	10	11	10	7	16	19	16	9	16	24	11	3	8	19
NO. EMPLOYEES	21		64		37		112		22		64		19		36		12		22	
		16		72		82		125		33		129		25		126		6		144

DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

Annual salaries in thousands

SOUTHERN U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.8	45.8	41.4	34.3	42.8	34.3	34.0	28.1	47.9	43.5	35.6	27.8	37.8	24.8	20.5	17.6	24.8	18.4	16.8	15.1
LOW	40.5	33.5	38.5	30.5	38.5	25.5	25.5	21.5	42.5	39.5	31.5	25.5	28.5	19.5	18.5	15.5	21.5	16.5	15.5	13.5
MID	48.5	46.5	40.5	31.5	43.5	26.5	37.5	28.5	44.5	42.5	35.5	28.5	36.5	24.5	19.5	16.5	23.5	17.5	16.5	14.5
HIGH	54.5	54.5	45.5	38.5	48.5	47.5	40.5	30.5	51.5	45.5	39.5	30.5	43.5	28.5	21.5	19.5	25.5	18.5	17.5	16.5
START	41.4	37.6	34.4	29.2	37.2	31.7	30.4	24.9	40.2	35.3	29.6	24.6	33.5	20.4	17.3	15.5	21.3	15.4	14.0	12.7
NO. COMPANIES	54	16	18	26	7	5	12	12	25	14	33	45	37	27	42	61	13	16	29	33
NO. EMPLOYEES	59		52		11		50		48		161		46		106		15		95	
		49		107		14		37		64		178		57		158		36		81

BANKING/INSURANCE/FINANCE — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	52.6	46.5	40.2	31.0	42.2	36.5	29.9	23.5	48.6	39.5	33.6	26.6	36.4	22.2	19.5	16.1	21.3	17.2	15.2	13.2
LOW	41.5	35.5	37.5	26.5	38.5	29.5	24.5	20.5	41.5	34.5	30.5	24.5	28.5	19.5	17.5	14.5	18.5	14.5	13.5	11.5
MID	51.5	45.5	39.5	31.5	42.5	36.5	26.5	22.5	49.5	39.5	34.5	26.5	32.5	21.5	19.5	16.5	20.5	17.5	14.5	13.5
HIGH	66.5	54.5	43.5	33.5	47.5	40.5	36.5	26.5	54.5	44.5	36.5	29.5	45.5	24.5	21.5	18.5	23.5	19.5	16.5	14.5
START	42.6	36.8	32.5	23.7	34.6	32.6	27.5	20.7	39.2	31.5	27.1	22.3	30.3	18.2	16.1	14.2	18.6	13.9	13.1	11.5
NO. COMPANIES	44	15	10	19	6	8	14	19	35	33	41	44	46	35	37	59	28	22	31	49
NO. EMPLOYEES	46		36		19		43		90		384		56		148		47		168	
		23		112		12		139		194		518		108		226		58		476

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.7		36.5	33.0	43.8		29.8	25.6	51.9	40.2	31.9	27.1	32.2	28.2	21.1	17.3	22.9	16.9	17.4	13.9
LOW	35.5		36.5	29.5	39.5		26.5	22.5	48.5	32.5	27.5	24.5	23.5	23.5	18.5	14.5	19.5	16.5	16.5	12.5
MID	45.5		36.5	32.5	39.5		28.5	23.5	50.5	42.5	32.5	26.5	30.5	26.5	21.5	18.5	20.5	17.5	16.5	13.5
HIGH	64.5		37.5	36.5	48.5		31.5	31.5	57.5	43.5	36.5	27.5	41.5	32.5	23.5	19.5	28.5	17.5	17.5	14.5
START	43.7		32.9	31.6	38.0		27.3	22.9	56.2	35.4	28.7	23.8	32.1	24.5	19.8	17.7	18.8	14.5	15.8	12.3
NO. COMPANIES	9		2	5	2		5	6	3	5	7	7	6	6	8	11	10	6	10	16
NO. EMPLOYEES	12		13		7		39		5		70		16		29		11		24	
				40				59		18		89		11		33		9		81

RETAIL/WHOLESALE SALES & DISTRIBUTION

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	54.6	47.2	42.3	36.0	49.8	37.4	29.2	24.4	47.2	42.8	30.9	27.9	36.2	23.7	19.1	16.2	23.8	17.5	15.5	12.9
LOW	38.5	40.5	38.5	32.5	36.5	31.5	23.5	21.5	40.5	38.5	27.5	26.5	26.5	20.5	17.5	13.5	16.5	14.5	13.5	11.5
MID	45.5	47.5	43.5	37.5	54.5	40.5	30.5	24.5	49.5	42.5	30.5	27.5	33.5	21.5	18.5	16.5	21.5	18.5	14.5	12.5
HIGH	70.5	48.5	46.5	40.5	60.5	41.5	30.5	25.5	56.5	46.5	34.5	29.5	43.5	25.5	21.5	18.5	26.5	20.5	17.5	14.5
START	42.1	41.0	39.7	31.5	35.6	34.1	24.1	22.5	43.8	37.1	27.6	24.9	30.9	22.7	17.6	14.7	19.3	14.5	13.9	11.6
NO. COMPANIES	18	4	5	11	6	3	5	5	10	11	16	16	18	14	14	22	12	11	10	20
NO. EMPLOYEES	20	4	14	43	7	21	124	62	23	39	87	97	21	24	55	69	19	54	101	110

UTILITIES/TRANSPORTATION/COMMUNICATIONS

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	50.3	50.6	41.1	34.4	40.3		31.6	26.0	45.3	41.4	35.8	27.8	41.3	26.0	22.7	18.9	30.2	21.3	19.5	16.4
LOW	37.5	51.5	37.5	28.5	42.5		27.5	22.5	42.5	35.5	32.5	26.5	33.5	25.5	21.5	16.5	26.5	18.5	17.5	14.5
MID	51.5	51.5	41.5	34.5	42.5		30.5	22.5	46.5	40.5	35.5	27.5	44.5	26.5	21.5	17.5	27.5	20.5	18.5	16.5
HIGH	58.5	52.5	45.5	37.5	42.5		36.5	28.5	52.5	46.5	38.5	29.5	48.5	27.5	24.5	20.5	34.5	25.5	21.5	17.5
START	41.2	39.4	32.9	28.9	35.3		28.9	22.7	38.8	34.1	29.6	24.5	35.3	20.6	19.0	15.2	25.0	17.9	17.3	13.8
NO. COMPANIES	16	6	7	11	5		5	8	11	8	12	15	15	10	16	18	10	7	11	16
NO. EMPLOYEES	20	51	141	217	52		62	160	40	71	189	132	18	34	94	92	20	26	234	117

EDUCATION/GOVERNMENT/NONPROFIT

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	51.2	40.6	36.5	31.8	40.0	30.3	25.8	22.1	42.4	33.3	29.4	25.8	34.1	21.8	19.3	16.0	20.2	16.8	15.4	13.4
LOW	43.5	38.5	30.5	28.5	37.5	26.5	22.5	18.5	35.5	28.5	26.5	23.5	29.5	18.5	16.5	13.5	15.5	14.5	14.5	11.5
MID	50.5	42.5	37.5	33.5	41.5	31.5	24.5	20.5	43.5	33.5	29.5	26.5	35.5	20.5	19.5	16.5	21.5	16.5	15.5	13.5
HIGH	63.5	44.5	40.5	34.5	43.5	32.5	26.5	23.5	47.5	37.5	31.5	29.5	40.5	24.5	21.5	18.5	24.5	19.5	16.5	15.5
START	37.6	32.2	29.2	26.7	31.9	25.8	22.3	19.0	31.9	28.1	25.3	22.1	26.4	18.6	16.3	14.2	16.1	14.3	12.8	11.8
NO. COMPANIES	43	13	19	17	9	9	14	15	16	18	24	38	34	20	30	42	23	14	22	31
NO. EMPLOYEES	49	19	64	82	21	28	57	52	33	114	202	264	48	64	143	219	61	45	485	132

OTHER

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.9	43.4	36.3	32.9	39.6	37.7	38.1	23.8	51.2	41.9	34.9	27.8	38.8	23.1	18.3	16.1	23.1	17.5	15.8	13.1
LOW	37.5	40.5	29.5	26.5	33.5	34.5	32.5	20.5	42.5	36.5	32.5	24.5	31.5	20.5	16.5	14.5	20.5	13.5	13.5	11.5
MID	41.5	44.5	35.5	32.5	35.5	34.5	39.5	24.5	51.5	41.5	35.5	27.5	35.5	23.5	17.5	16.5	21.5	17.5	16.5	12.5
HIGH	53.5	50.5	44.5	38.5	42.5	40.5	42.5	26.5	61.5	45.5	37.5	30.5	49.5	27.5	20.5	18.5	28.5	20.5	18.5	14.5
START	36.0	32.0	30.1	26.9	32.7	29.3	28.6	20.2	39.2	33.0	28.7	24.7	31.3	19.3	16.7	14.2	20.0	15.2	12.7	11.3
NO. COMPANIES	22	7	7	13	10	2	3	11	15	12	22	22	23	16	24	30	15	11	15	24
NO. EMPLOYEES	23	17	19	33	15	18	25	62	70	108	236	249	29	48	96	128	19	15	53	76

DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

Annual salaries in thousands

WESTERN U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.6	46.0	40.0	30.7		36.1	44.4	23.9	50.8	44.6	36.4	28.8	42.5	20.5	23.4	19.1	23.9	19.5	18.4	15.1
LOW	42.5	37.5	37.5	22.5		33.5	43.5	20.5	40.5	31.5	32.5	27.5	31.5	15.5	19.5	16.5	19.5	18.5	16.5	12.5
MID	45.5	48.5	37.5	28.5		34.5	43.5	23.5	43.5	36.5	34.5	28.5	39.5	19.5	23.5	18.5	19.5	18.5	18.5	14.5
HIGH	58.5	50.5	42.5	37.5		36.5	45.5	25.5	60.5	53.5	41.5	30.5	51.5	22.5	28.5	20.5	28.5	21.5	21.5	17.5
START	36.2	32.7	35.0	26.9		28.0	0.0	21.0	40.0	36.4	27.6	22.4	36.2	18.9	20.2	16.8	0.0	17.2	17.1	13.8
NO. COMPANIES	21	6	2	6		5	2	4	8	4	17	10	11	8	13	16	2	5	9	13
NO. EMPLOYEES	21		3				4		19		79		11		26		2		19	
		6		7		12		6		18		43		24		25		5		28

BANKING/INSURANCE/FINANCE — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	52.5	45.2	42.4	33.5			26.3	25.0	49.5	42.7	35.6	28.5	34.8	24.4	21.9	17.3	25.0	20.6	18.4	15.0
LOW	44.5	44.5	39.5	30.5			19.5	21.5	41.5	38.5	32.5	26.5	25.5	22.5	19.5	15.5	21.5	18.5	16.5	13.5
MID	52.5	47.5	39.5	33.5			28.5	25.5	48.5	39.5	34.5	27.5	32.5	26.5	22.5	16.5	25.5	20.5	18.5	15.5
HIGH	57.5	49.5	46.5	37.5			31.5	29.5	57.5	45.5	41.5	31.5	40.5	27.5	24.5	18.5	27.5	21.5	20.5	16.5
START	40.5	34.5	32.0	27.0			19.5	25.3	35.9	30.7	29.9	23.3	27.5	20.7	17.4	15.3	19.6	15.5	15.0	12.9
NO. COMPANIES	17	6	6	14			3	11	19	10	19	23	21	7	23	24	9	9	17	18
NO. EMPLOYEES	17		28				19		30		126		26		77		12		67	
		21		55				27		51		490		31		56		15		88

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.0	42.5		38.1			27.2		51.2	45.7	37.6	29.4	32.9	27.7	23.2	19.7	33.1	19.1	18.5	15.4
LOW	42.5	37.5		34.5			19.5		44.5	42.5	36.5	25.5	25.5	23.5	20.5	17.5	25.5	16.5	15.5	12.5
MID	45.5	37.5		38.5			26.5		48.5	44.5	36.5	28.5	33.5	26.5	22.5	19.5	28.5	19.5	19.5	16.5
HIGH	50.5	47.5		41.5			35.5		63.5	50.5	39.5	32.5	35.5	28.5	26.5	21.5	35.5	21.5	20.5	16.5
START	37.3	48.6		43.0			30.0		40.8	39.3	30.2	24.2	34.2	21.5	21.3	16.7	20.4	16.6	16.4	14.0
NO. COMPANIES	6	2		3			3		5	3	9	6	4	4	6	6	7	8	7	12
NO. EMPLOYEES	6						5		13		51		4		16		8		17	
		2		7						14		45		8		21		33		92

RETAIL/WHOLESALE SALES & DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.0	41.3	35.0	34.8	37.2	39.3	27.6	30.1	50.2	42.7	37.7	31.3	36.0	26.4	21.4	18.9	25.0	21.5	17.8	16.4
LOW	37.5	27.5	22.5	31.5	32.5	34.5	22.5	25.5	46.5	30.5	35.5	28.5	29.5	22.5	17.5	16.5	19.5	18.5	16.5	14.5
MID	40.5	27.5	35.5	33.5	32.5	37.5	25.5	28.5	48.5	44.5	36.5	32.5	34.5	26.5	20.5	17.5	26.5	18.5	16.5	15.5
HIGH	60.5	55.5	47.5	36.5	42.5	46.5	29.5	28.5	56.5	53.5	42.5	34.5	40.5	30.5	25.5	20.5	30.5	24.5	19.5	18.5
START	46.2	52.0	31.9	27.7	39.7	35.9	28.7	29.9	44.1	39.0	29.4	27.5	30.6	22.6	16.5	15.7	22.1	17.3	14.9	14.0
NO. COMPANIES	17	2	3	4	2	3	4	5	7	3	9	11	9	5	7	12	7	4	9	14
NO. EMPLOYEES	17	2	6	14	2	4	13	27	14	24	67	67	12	11	15	40	10	9	29	71

UTILITIES/TRANSPORTATION/COMMUNICATIONS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	56.4	66.3	40.2	41.4	53.8	52.9	38.8	34.1	57.5	45.2	40.5	31.9	42.5	28.2	25.9	22.0	32.5	23.3	20.6	17.2
LOW	41.5	52.5	29.5	39.5	40.5	51.5	33.5	30.5	53.5	39.5	34.5	27.5	34.5	23.5	22.5	19.5	28.5	20.5	18.5	15.5
MID	48.5	52.5	37.5	40.5	54.5	51.5	33.5	30.5	55.5	47.5	36.5	33.5	36.5	26.5	24.5	20.5	34.5	24.5	19.5	15.5
HIGH	70.5	70.5	44.5	45.5	66.5	54.5	44.5	37.5	64.5	48.5	44.5	35.5	48.5	33.5	30.5	24.5	36.5	25.5	22.5	20.5
START	48.9	49.1	38.8	36.0	43.8	42.6	35.9	24.0	45.2	37.0	34.4	27.3	37.3	25.8	23.0	20.2	30.3	18.7	18.1	14.7
NO. COMPANIES	6	2	4	3	3	2	2	2	5	3	4	8	8	6	5	7	5	5	4	6
NO. EMPLOYEES	7	2	14	29	4	11	7	27	13	18	33	64	8	17	21	41	5	8	19	41

EDUCATION/GOVERNMENT/NONPROFIT — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	53.0	51.0	38.1	36.0	56.5	41.7	33.8	26.2	43.5	43.0	38.7	28.4	38.7	27.8	24.8	20.0	25.2	20.6	16.4	16.7
LOW	41.5	42.5	29.5	34.5	52.5	35.5	29.5	21.5	38.5	39.5	35.5	26.5	31.5	24.5	22.5	17.5	22.5	18.5	13.5	12.5
MID	50.5	49.5	38.5	35.5	56.5	40.5	31.5	26.5	44.5	42.5	36.5	28.5	37.5	27.5	23.5	20.5	24.5	20.5	15.5	15.5
HIGH	66.5	57.5	43.5	38.5	61.5	49.5	37.5	31.5	52.5	45.5	39.5	30.5	45.5	29.5	26.5	21.5	28.5	21.5	18.5	19.5
START	44.0	39.8	30.9	29.8	40.8	30.7	27.1	22.8	36.4	35.3	31.6	25.3	31.2	24.6	21.3	17.8	21.7	16.9	13.2	14.3
NO. COMPANIES	17	12	6	10	5	3	5	7	7	9	9	12	17	10	10	17	9	9	8	13
NO. EMPLOYEES	24	43	98	60	19	60	114	88	27	121	166	156	41	46	89	139	27	37	126	229

OTHER — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	54.7	54.4	40.4	36.3	57.7	45.0	38.6	31.1	54.7	48.1	38.0	30.8	44.4	27.1	22.9	19.8	28.1	21.3	19.8	17.0
LOW	40.5	45.5	36.5	31.5	48.5	36.5	30.5	28.5	47.5	42.5	36.5	28.5	34.5	25.5	21.5	16.5	22.5	19.5	17.5	15.5
MID	51.5	49.5	38.5	34.5	53.5	36.5	36.5	31.5	51.5	47.5	38.5	29.5	43.5	27.5	23.5	19.5	26.5	20.5	18.5	16.5
HIGH	65.5	60.5	44.5	37.5	66.5	50.5	43.5	33.5	61.5	53.5	39.5	33.5	49.5	26.5	25.5	20.5	33.5	22.5	21.5	17.5
START	44.5	38.5	31.7	28.3	42.9	33.0	29.1	26.1	45.6	37.0	32.3	29.0	38.0	23.0	18.3	18.3	25.2	20.6	16.8	15.6
NO. COMPANIES	12	6	8	9	5	4	4	7	8	5	10	12	12	8	14	13	6	5	11	12
NO. EMPLOYEES	12	6	13	49	5	5	39	35	9	19	28	29	14	14	40	42	8	5	36	103

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

TOTAL U.S. — Size of Company

UNDER 500 EMPLOYEES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.0	40.5	37.3	32.0	40.6	33.7	29.5	23.3	44.0	37.5	32.2	26.1	32.7	22.0	20.1	16.9	22.3	17.8	16.3	14.0
LOW	35.5	34.5	32.5	27.5	35.5	29.5	25.5	20.5	37.5	32.5	28.5	22.5	25.5	18.5	17.5	14.5	18.5	15.5	14.5	12.5
MID	44.5	39.5	37.5	32.5	40.5	34.5	28.5	22.5	44.5	36.5	32.5	26.5	32.5	21.5	19.5	16.5	21.5	16.5	15.5	13.5
HIGH	52.5	46.5	41.5	36.5	46.5	37.5	34.5	26.5	49.5	42.5	35.5	29.5	38.5	24.5	22.5	19.5	25.5	19.5	17.5	15.5
START	36.6	33.9	30.5	27.5	34.4	30.3	25.8	20.7	36.1	31.0	27.4	22.9	28.2	19.0	17.5	15.1	18.9	15.3	14.0	12.6
NO. COMPANIES	584	142	110	189	105	50	109	218	205	158	324	444	358	222	311	540	208	143	235	517
NO. EMPLOYEES	606	162	216	404	136	96	321	578	265	345	870	1668	389	311	600	1074	245	199	567	1817

500 OR MORE EMPLOYEES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	55.3	46.8	39.4	33.7	45.7	37.1	30.9	25.5	48.0	40.2	34.1	28.0	38.2	24.2	21.2	17.6	25.2	19.5	17.0	14.7
LOW	45.5	40.5	35.5	30.5	38.5	31.5	26.5	21.5	41.5	36.5	30.5	25.5	31.5	21.5	18.5	15.5	21.5	17.5	14.5	12.5
MID	52.5	46.5	39.5	34.5	44.5	36.5	30.5	24.5	47.5	40.5	34.5	28.5	37.5	23.5	20.5	17.5	24.5	19.5	16.5	14.5
HIGH	63.5	52.5	43.5	37.5	51.5	41.5	35.5	28.5	53.5	44.5	37.5	31.5	44.5	27.5	23.5	19.5	28.5	21.5	18.5	16.5
START	44.0	37.3	32.2	28.3	36.3	30.7	26.5	22.4	38.5	32.6	28.6	24.5	31.5	20.8	18.0	15.6	21.1	15.8	14.2	12.9
NO. COMPANIES	443	210	219	315	178	99	224	289	354	291	433	504	535	357	464	596	296	227	321	455
NO. EMPLOYEES	509	527	1206	2112	458	529	1680	2220	1088	2164	4390	5083	712	1077	2116	2774	574	730	2663	4134

TOTAL — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	49.5	44.2	38.7	33.0	43.8	36.0	30.4	24.5	46.5	39.2	33.3	27.1	36.0	23.3	20.8	17.2	24.0	18.8	16.7	14.3
LOW	39.5	37.5	34.5	29.5	37.5	31.5	26.5	20.5	40.5	34.5	29.5	24.5	28.5	20.5	18.5	15.5	20.5	16.5	14.5	12.5
MID	47.5	44.5	39.5	33.5	42.5	35.5	29.5	23.5	46.5	39.5	33.5	27.5	35.5	22.5	20.5	16.5	23.5	18.5	16.5	14.5
HIGH	57.5	50.5	43.5	37.5	50.5	40.5	35.5	27.5	52.5	43.5	36.5	30.5	42.5	26.5	23.5	19.5	27.5	20.5	18.5	16.5
START	40.0	35.9	31.7	28.0	35.7	30.6	26.3	21.7	37.7	32.0	28.1	23.8	30.3	20.2	17.8	15.4	20.3	15.6	14.1	12.7
NO. COMPANIES	1027	352	329	504	283	149	333	507	559	449	757	948	893	579	775	1136	504	370	556	972
NO. EMPLOYEES	1115	689	1422	2516	594	625	2001	2798	1353	2509	5260	6751	1101	1388	2716	3848	819	929	3230	5951

EASTERN U.S. — Size of Company

UNDER 500 EMPLOYEES	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.9	39.4	37.8	31.2	41.3	35.3	31.3	23.8	42.1	38.7	32.7	26.4	32.2	21.7	20.6	17.3	22.9	17.3	15.9	14.6
LOW	34.5	33.5	31.5	26.5	37.5	32.5	28.5	20.5	34.5	32.5	28.5	23.5	26.5	19.5	18.5	14.5	18.5	14.5	14.5	12.5
MID	44.5	38.5	37.5	30.5	42.5	36.5	30.5	23.5	43.5	39.5	32.5	25.5	30.5	20.5	19.5	16.5	22.5	16.5	15.5	13.5
HIGH	51.5	45.5	41.5	35.5	47.5	40.5	35.5	26.5	49.5	45.5	37.5	29.5	38.5	22.5	22.5	18.5	26.5	18.5	17.5	16.5
START	37.8	34.9	30.9	27.1	34.2	30.3	26.9	20.7	34.4	32.3	29.5	23.8	28.0	18.6	17.0	15.1	19.3	15.2	13.8	12.8
NO. COMPANIES	148	51	27	52	33	17	34	62	46	43	75	114	98	52	77	154	55	39	52	148
NO. EMPLOYEES	153		52		37		120		61		178		110		120		61		133	
		60		87		31		155		89		264		67		260		47		447

500 OR MORE EMPLOYEES	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	54.9	46.5	39.9	33.8	47.0	36.9	32.1	25.7	49.7	39.9	34.7	28.4	37.7	23.6	21.2	17.5	25.0	19.4	16.8	15.0
LOW	45.5	39.5	36.5	30.5	37.5	33.5	27.5	22.5	42.5	36.5	30.5	25.5	30.5	21.5	18.5	15.5	21.5	17.5	14.5	13.5
MID	52.5	44.5	40.5	34.5	46.5	36.5	30.5	24.5	48.5	40.5	34.5	28.5	37.5	23.5	21.5	17.5	24.5	19.5	16.5	14.5
HIGH	62.5	50.5	43.5	36.5	54.5	40.5	37.5	27.5	54.5	42.5	37.5	31.5	43.5	26.5	23.5	19.5	28.5	21.5	18.5	16.5
START	44.6	37.9	32.6	28.6	37.8	32.2	27.7	22.9	40.0	32.8	28.7	24.4	31.0	19.8	17.6	15.0	20.5	15.8	14.3	12.8
NO. COMPANIES	105	51	53	79	55	25	63	80	76	68	104	126	136	85	120	151	76	60	76	125
NO. EMPLOYEES	119		281		111		454		258		1180		173		668		164		476	
		86		519		128		529		720		1430		276		619		216		1538

EAST CENTRAL U.S. — Size of Company

UNDER 500 EMPLOYEES	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	44.0	42.6	37.4	33.7	40.6	30.7	31.3	23.7	44.7	37.0	30.8	25.3	31.9	22.3	20.2	16.9	22.5	18.2	16.4	14.2
LOW	35.5	35.5	32.5	28.5	34.5	25.5	26.5	20.5	37.5	32.5	27.5	22.5	24.5	18.5	17.5	14.5	19.5	15.5	14.5	12.5
MID	44.5	40.5	36.5	35.5	40.5	30.5	29.5	22.5	44.5	35.5	30.5	25.5	31.5	21.5	19.5	16.5	20.5	18.5	16.5	14.5
HIGH	51.5	48.5	41.5	38.5	46.5	34.5	37.5	26.5	50.5	40.5	34.5	28.5	36.5	24.5	21.5	19.5	23.5	22.5	18.5	15.5
START	35.8	33.7	30.3	27.4	34.8	29.0	24.8	20.7	36.8	29.9	25.9	22.3	27.7	18.7	16.7	14.8	18.3	14.9	13.4	12.3
NO. COMPANIES	138	27	23	35	22	10	21	51	42	34	73	104	77	60	61	124	46	29	54	108
NO. EMPLOYEES	140		33		24		44		54		172		79		108		51		108	
		29		76		10		100		67		270		85		232		34		333

500 OR MORE EMPLOYEES	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	53.8	46.3	38.8	33.0	45.3	37.9	29.5	25.6	47.1	39.9	34.1	28.2	37.7	24.3	21.3	18.1	25.9	20.5	17.4	15.0
LOW	45.5	41.5	35.5	28.5	38.5	32.5	26.5	22.5	40.5	35.5	31.5	25.5	31.5	20.5	19.5	15.5	21.5	17.5	15.5	13.5
MID	51.5	44.5	38.5	33.5	44.5	36.5	29.5	25.5	45.5	40.5	33.5	28.5	36.5	23.5	20.5	17.5	23.5	19.5	17.5	14.5
HIGH	62.5	50.5	42.5	37.5	50.5	39.5	32.5	27.5	52.5	44.5	37.5	30.5	42.5	27.5	23.5	20.5	29.5	21.5	18.5	16.5
START	42.4	35.4	31.3	27.8	35.9	31.0	25.5	22.6	37.4	32.2	28.9	25.0	30.8	20.7	18.2	15.9	21.7	16.0	14.2	13.0
NO. COMPANIES	115	45	49	72	45	20	53	75	89	77	107	128	132	91	106	138	72	51	77	112
NO. EMPLOYEES	136		218		96		322		302		962		162		385		107		509	
		115		448		58		516		450		1065		227		593		130		696

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

WEST CENTRAL U.S. — Size of Company

UNDER 500 EMPLOYEES	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.2	39.6	36.2	31.4	40.3	31.8	27.9	22.3	43.7	35.5	31.3	25.7	34.3	21.5	19.7	16.4	22.1	17.4	15.3	13.0
LOW	36.5	33.5	33.5	27.5	35.5	25.5	23.5	18.5	38.5	30.5	27.5	22.5	27.5	18.5	17.5	14.5	18.5	14.5	13.5	11.5
MID	43.5	39.5	37.5	31.5	39.5	34.5	26.5	21.5	43.5	34.5	31.5	25.5	34.5	20.5	19.5	15.5	20.5	16.5	15.5	12.5
HIGH	54.5	46.5	41.5	36.5	46.5	36.5	29.5	26.5	48.5	40.5	34.5	29.5	39.5	23.5	21.5	18.5	25.5	19.5	16.5	14.5
START	36.2	33.2	29.0	25.8	33.7	28.7	22.9	19.6	35.7	30.4	25.9	21.8	29.0	19.2	17.0	14.3	18.7	14.4	13.3	11.5
NO. COMPANIES	131	32	30	50	34	9	33	63	62	39	85	114	87	52	70	116	47	29	55	118
NO. EMPLOYEES	138	35	74	143	45	28	99	174	77	94	261	410	99	80	182	301	61	54	137	441

500 OR MORE EMPLOYEES	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	53.1	43.7	38.1	32.5	42.4	35.6	29.8	24.1	44.8	37.7	31.4	26.8	36.8	24.3	21.4	17.4	25.7	19.2	17.1	14.7
LOW	44.5	37.5	35.5	28.5	37.5	31.5	25.5	20.5	38.5	33.5	28.5	24.5	30.5	20.5	18.5	15.5	20.5	17.5	14.5	12.5
MID	51.5	45.5	39.5	33.5	41.5	34.5	29.5	22.5	44.5	37.5	31.5	26.5	36.5	24.5	20.5	16.5	25.5	18.5	16.5	14.5
HIGH	59.5	49.5	41.5	37.5	48.5	39.5	34.5	26.5	49.5	41.5	34.5	29.5	41.5	27.5	23.5	19.5	29.5	21.5	18.5	16.5
START	42.5	36.2	31.2	26.6	34.0	28.1	25.2	20.8	35.8	30.1	26.5	23.1	29.7	20.7	17.8	15.1	20.7	15.4	13.9	12.5
NO. COMPANIES	88	48	49	65	33	21	48	63	70	50	81	93	102	63	92	115	52	30	49	84
NO. EMPLOYEES	96	118	260	388	118	155	361	542	167	216	628	891	128	156	298	554	111	93	394	771

SOUTHERN U.S. — Size of Company

UNDER 500 EMPLOYEES	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.4	41.4	37.9	32.1	37.8	32.8	28.5	22.8	44.6	37.0	32.3	25.8	33.0	22.2	19.3	16.2	20.9	16.3	16.3	13.7
LOW	37.5	35.5	34.5	29.5	33.5	26.5	24.5	19.5	38.5	32.5	29.5	23.5	25.5	18.5	16.5	14.5	17.5	14.5	14.5	12.5
MID	44.5	42.5	37.5	32.5	39.5	32.5	26.5	22.5	47.5	36.5	32.5	26.5	31.5	21.5	18.5	16.5	20.5	16.5	15.5	13.5
HIGH	53.5	46.5	39.5	34.5	42.5	36.5	30.5	24.5	52.5	40.5	35.5	28.5	38.5	24.5	21.5	18.5	23.5	17.5	17.5	15.5
START	35.8	32.7	30.9	27.1	33.1	33.9	26.4	19.3	36.9	29.9	26.8	22.5	27.4	18.1	16.7	14.8	17.7	14.3	14.4	12.2
NO. COMPANIES	110	20	21	37	15	7	15	25	33	31	56	72	68	43	67	103	46	27	43	96
NO. EMPLOYEES	116	26	45	73	29	14	48	117	41	67	172	261	72	60	121	213	52	43	113	407

500 OR MORE EMPLOYEES	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	55.6	47.0	39.8	33.9	44.3	35.0	30.9	25.3	48.8	41.0	34.0	27.9	39.2	24.2	20.2	17.1	24.4	18.4	16.2	14.0
LOW	45.5	40.5	35.5	30.5	38.5	26.5	24.5	21.5	42.5	37.5	30.5	25.5	32.5	20.5	18.5	15.5	20.5	16.5	14.5	12.5
MID	53.5	47.5	40.5	34.5	42.5	33.5	28.5	24.5	48.5	41.5	34.5	27.5	38.5	23.5	20.5	16.5	24.5	18.5	16.5	13.5
HIGH	65.5	53.5	45.5	38.5	48.5	40.5	37.5	30.5	53.5	45.5	37.5	30.5	45.5	27.5	22.5	18.5	27.5	20.5	17.5	15.5
START	44.7	36.4	32.5	28.1	34.6	29.0	26.5	22.2	39.4	33.2	28.4	24.1	32.3	20.4	17.2	14.8	20.0	15.0	13.5	11.9
NO. COMPANIES	96	42	47	65	30	22	43	51	82	70	99	115	111	85	104	140	65	60	85	93
NO. EMPLOYEES	113		294		103		352		268		1157		162		550		140		1047	
		138		561		107		454		541		1266		286		712		200		666

WESTERN U.S. — Size of Company

UNDER 500 EMPLOYEES	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.6	41.3	36.1	31.9		37.4	27.7	24.7	44.4	39.5	35.2	28.5	32.9	23.6	22.0	18.5	27.8	20.7	18.2	15.7
LOW	37.5	34.5	29.5	23.5		33.5	19.5	21.5	38.5	33.5	32.5	25.5	25.5	17.5	17.5	16.5	20.5	16.5	15.5	12.5
MID	44.5	37.5	37.5	34.5		36.5	22.5	24.5	44.5	39.5	34.5	28.5	30.5	26.5	21.5	18.5	26.5	19.5	17.5	15.5
HIGH	52.5	47.5	42.5	38.5		37.5	35.5	27.5	48.5	42.5	38.5	30.5	34.5	28.5	25.5	20.5	35.5	26.5	20.5	18.5
START	38.2	33.6	31.3	30.2		31.5	25.8	23.8	38.9	34.1	29.7	24.5	28.2	21.4	18.4	16.8	22.1	18.4	15.8	14.3
NO. COMPANIES	57	12	9	15		7	6	17	22	11	35	40	28	15	36	43	14	19	31	47
NO. EMPLOYEES	59		12				10		32		87		29		69		20		76	
		12		25		13		32		28		463		19		68		21		189

500 OR MORE EMPLOYEES	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	59.2	53.8	41.7	36.4	54.0	43.8	35.0	29.7	54.3	46.1	38.9	30.7	41.9	26.9	23.8	19.6	27.4	20.6	18.7	15.2
LOW	50.5	47.5	38.5	33.5	47.5	35.5	29.5	25.5	46.5	42.5	35.5	28.5	34.5	23.5	21.5	17.5	22.5	19.5	17.5	14.5
MID	57.5	50.5	41.5	35.5	53.5	46.5	33.5	28.5	55.5	45.5	38.5	30.5	39.5	26.5	23.5	19.5	26.5	20.5	18.5	16.5
HIGH	67.5	57.5	47.5	39.5	64.5	50.5	42.5	31.5	63.5	51.5	43.5	34.5	48.5	29.5	26.5	20.5	30.5	23.5	20.5	17.5
START	46.8	42.6	33.2	29.8	41.3	34.9	30.4	25.6	40.2	35.9	31.0	26.1	34.7	23.3	20.2	17.2	23.4	16.6	15.5	13.9
NO. COMPANIES	39	24	21	34	15	11	17	20	37	28	42	42	54	33	42	52	31	26	34	41
NO. EMPLOYEES	85		153		30		191		93		463		87		215		52		237	
		70		136		81		179		237		437		132		296		91		463

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

TOTAL CANADA (Canadian dollars)

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	53.7	45.2	42.2	38.5	47.6		37.6	27.1	46.7	39.3	36.1	30.3	42.1	28.2	27.3	23.5	28.9	23.1	20.5	19.3
LOW	47.5	40.5	37.5	35.5	41.5		28.5	25.5	41.5	34.5	32.5	27.5	34.5	22.5	23.5	20.5	23.5	21.5	18.5	16.5
MID	52.5	47.5	42.5	38.5	43.5		34.5	26.5	45.5	38.5	35.5	31.5	42.5	26.5	27.5	22.5	28.5	21.5	21.5	18.5
HIGH	58.5	54.5	44.5	41.5	57.5		43.5	29.5	51.5	42.5	38.5	33.5	47.5	33.5	29.5	26.5	32.5	25.5	23.5	20.5
START	44.5	37.1	37.3	34.0	39.8		30.7	25.8	39.0	33.5	31.5	28.1	36.0	26.7	23.9	21.6	24.9	21.1	17.8	17.7
NO. COMPANIES	32	18	13	30	6		6	17	20	20	32	33	32	15	28	47	14	10	15	40
NO. EMPLOYEES	34		31		8		11		51		239		36		81		20		51	
		18		64				82		70		181		19		117		19		232

CANADA — Size of Company

UNDER 500 EMPLOYEES

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.8	41.8	42.4	36.7	45.8		30.7	25.7	43.0	37.7	34.2	29.1	38.6	25.1	26.9	22.5	26.8	20.5	19.3	18.3
LOW	44.5	33.5	36.5	35.5	36.5		26.5	22.5	35.5	31.5	29.5	23.5	29.5	22.5	22.5	19.5	22.5	20.5	16.5	16.5
MID	48.5	43.5	38.5	37.5	41.5		28.5	25.5	45.5	36.5	33.5	31.5	38.5	23.5	27.5	21.5	23.5	20.5	18.5	17.5
HIGH	54.5	49.5	46.5	40.5	59.5		37.5	26.5	47.5	39.5	37.5	31.5	45.5	26.5	31.5	25.5	28.5	21.5	21.5	19.5
START	39.1	34.8	36.9	33.5	41.6		27.9	25.7	33.4	31.9	30.3	27.1	32.3	24.4	23.4	20.2	23.9	20.0	16.6	16.6
NO. COMPANIES	18	9	6	13	3		3	8	11	12	16	16	15	9	19	25	6	3	8	24
NO. EMPLOYEES	19		18		3		4		13		65		15		46		6		13	
		9		21				11		30		55		9		41		5		93

500 OR MORE EMPLOYEES

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	61.3	48.6	42.2	39.9	49.5		44.5	28.4	51.2	41.6	37.9	31.4	45.1	32.9	26.2	24.6	30.4	24.3	21.8	20.8
LOW	53.5	42.5	37.5	37.5	43.5		34.5	26.5	43.5	35.5	34.5	27.5	39.5	28.5	26.5	21.5	24.5	21.5	19.5	18.5
MID	58.5	48.5	42.5	39.5	47.5		43.5	27.5	51.5	41.5	37.5	32.5	45.5	31.5	28.5	24.5	32.5	23.5	21.5	20.5
HIGH	67.5	55.5	44.5	42.5	57.5		55.5	31.5	56.5	44.5	40.5	36.5	50.5	36.5	29.5	27.5	32.5	27.5	23.5	21.5
START	47.9	38.9	37.6	34.3	38.5		32.5	25.9	43.3	34.9	32.3	28.5	38.2	28.2	24.7	22.7	25.4	21.2	18.4	18.9
NO. COMPANIES	14	9	7	17	3		3	9	9	8	16	17	17	6	9	22	8	7	7	16
NO. EMPLOYEES	15		13		5		7		38		174		21		35		14		38	
		9		43				71		40		126		10		76		14		139

CANADA — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.9	41.7	38.4	38.1				30.7	41.9	38.6	33.9	29.4	41.8	25.0	27.4	23.3	27.9		22.0	20.5
LOW	42.5	33.5	35.5	36.5				27.5	29.5	35.5	30.5	26.5	34.5	23.5	21.5	21.5	23.5		20.5	18.5
MID	44.5	42.5	36.5	37.5				27.5	33.5	38.5	33.5	31.5	40.5	25.5	28.5	22.5	23.5		21.5	19.5
HIGH	52.5	48.5	42.5	39.5				34.5	42.5	41.5	37.5	32.5	46.5	27.5	29.5	26.5	32.5		24.5	22.5
START	35.1	33.3	33.1	32.6				28.0	36.5	31.9	29.8	27.3	35.5	22.1	24.7	20.9	22.1		17.9	18.1
NO. COMPANIES	8	9	6	10				2	4	9	10	13	10	6	7	19	2		3	14
NO. EMPLOYEES	8		12						5		51		14		24		2		5	
		9		23				6		22		27		6		39				59

BANKING/INSURANCE/FINANCE — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	54.3			42.9			31.8	24.9	47.5	36.1	34.5	28.6	42.7	37.3	27.2	21.0	27.1		20.2	16.4
LOW	52.5			37.5			26.5	22.5	45.5	31.5	31.5	23.5	29.5	33.5	23.5	16.5	24.5		16.5	13.5
MID	54.5			39.5			26.5	24.5	48.5	33.5	35.5	29.5	44.5	33.5	25.5	20.5	28.5		19.5	16.5
HIGH	58.5			40.5			37.5	26.5	51.5	39.5	38.5	32.5	49.5	41.5	29.5	27.5	32.5		24.5	17.5
START	43.0			34.8			28.8	22.9	39.9	31.3	30.9	27.0	34.1	29.4	22.1	20.1	22.4		17.0	15.6
NO. COMPANIES	5			4			2	5	5	6	9	7	6	2	8	7	5		3	4
NO. EMPLOYEES	7						3		17		109		6		26		6		22	
				8				49		30		74		3		26				9

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	53.2	49.5										31.1	42.9			21.4	32.8	20.2		18.5
LOW	45.5	43.5										31.5	35.5			18.5	23.5	20.5		16.5
MID	45.5	43.5										31.5	35.5			18.5	29.5	20.5		17.5
HIGH	61.5	55.5										31.5	50.5			24.5	45.5	20.5		21.5
START	46.1	39.3										27.4	38.0			19.6	33.0	20.0		17.5
NO. COMPANIES	2	2										2	2			2	3	2		3
NO. EMPLOYEES	2												2				3			
		2										7				4		4		44

RETAIL/WHOLESALE SALES & DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	55.4			35.5			41.7	24.1			38.9	31.1	35.6		24.2	22.7		21.2	19.4	18.9
LOW	49.5			32.5			28.5	25.5			34.5	27.5	31.5		20.5	21.5		21.5	14.5	16.5
MID	50.5			37.5			28.5	25.5			37.5	31.5	34.5		23.5	22.5		21.5	18.5	17.5
HIGH	57.5			40.5			55.5	26.5			44.5	31.5	43.5		25.5	24.5		21.5	21.5	20.5
START	38.5			33.9			0.0	24.6			32.8	29.1	34.0		21.1	20.5		22.3	18.1	18.3
NO. COMPANIES	6			5			2	5			3	4	5		5	5		2	4	7
NO. EMPLOYEES	6						2				5		5		7				5	
				5				8				4				10		2		14

UTILITIES/TRANSPORTATION/COMMUNICATIONS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.6		44.3	42.6	40.9	40.7	63.5		49.7		75.2		53.2	42.1	55.6	50.6	32.4		47.6	51.2
LOW	24.5		43.5	39.5	34.5	34.5	56.5		38.5		57.5		51.5	29.5	44.5	49.5	25.5		38.5	46.5
MID	48.5		43.5	42.5	40.5	38.5	56.5		54.5		57.5		51.5	29.5	57.5	49.5	25.5		50.5	46.5
HIGH	50.5		45.5	46.5	48.5	50.5	70.5		56.5		75.5		57.5	54.5	64.5	51.5	39.5		53.5	56.5
START	47.7		36.6	36.2	34.9	35.6	43.7		39.2		45.3		39.2	24.9	46.4	40.0	29.5		37.0	36.0
NO. COMPANIES	4		2	3	3	3	2		3		2		3	2	3	2	2		3	2
NO. EMPLOYEES	4		2		3		2		6		2		3		3		3		18	
				3		3								2		2				7

EDUCATION/GOVERNMENT/NONPROFIT — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.4	51.8		37.6	29.1	29.6	65.0	49.3	46.3		39.0	36.7	41.9	24.6	48.6	34.4	25.8		34.4	36.0
LOW	38.5	46.5		30.5	21.5	27.5	54.5	41.5	42.5		25.5	31.5	32.5	24.5	40.5	32.5	21.5		32.5	32.5
MID	42.5	52.5		37.5	26.5	27.5	65.5	50.5	42.5		25.5	36.5	45.5	24.5	44.5	32.5	23.5		33.5	32.5
HIGH	48.5	57.5		45.5	29.5	31.5	75.5	56.5	50.5		52.5	42.5	47.5	24.5	61.5	36.5	28.5		36.5	39.5
START	39.9	42.7		33.0	26.1	27.9	58.4	43.3	36.4		38.2	30.1	41.4	21.2	40.8	29.7	22.9		32.9	30.8
NO. COMPANIES	10	5		7	4	2	5	3	2		2	5	6	2	6	2	4		5	2
NO. EMPLOYEES	10				41		5		2		3		7		6		5		75	
		12		7		2		3				7		2		2				20

OTHER — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.9		40.0		39.2	34.0	42.7		36.2	59.0	62.0	37.7	56.5		34.8				37.6	46.0
LOW	34.5		36.5		30.5	27.5	39.5		22.5	53.5	44.5	32.5	48.5		27.5				28.5	35.5
MID	40.5		36.5		41.5	28.5	42.5		30.5	53.5	44.5	32.5	48.5		37.5				28.5	35.5
HIGH	44.5		44.5		45.5	45.5	43.5		54.5	65.5	75.5	43.5	64.5		37.5				46.5	56.5
START	40.1		34.9		35.2	31.5	32.7		48.6	56.2	55.0	39.9	0.0		37.9				0.0	0.0
NO. COMPANIES	8		2		3	3	6		3	2	2	2	2		5				2	2
NO. EMPLOYEES	8		2		3		6		3		2		2		5				15	
						3				4		2								7

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

EASTERN UNITED STATES

ALBANY, NY

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	52.4	46.8	48.2	33.1	43.1		30.7	22.8	44.1	37.9	30.4	27.1	32.6	21.6	20.4	17.3	22.6	17.1	16.4	14.7
LOW	43.5	43.5	46.5	20.5	33.5		21.5	17.5	37.5	33.5	28.5	23.5	27.5	19.5	17.5	15.5	19.5	13.5	13.5	12.5
MID	47.5	43.5	46.5	36.5	40.5		21.5	21.5	44.5	39.5	30.5	26.5	31.5	22.5	21.5	17.5	20.5	17.5	15.5	13.5
HIGH	56.5	50.5	50.5	37.5	48.5		39.5	30.5	47.5	41.5	31.5	28.5	37.5	24.5	22.5	20.5	21.5	20.5	18.5	15.5
START	40.2	38.9	40.8	27.7	35.5		26.7	17.7	36.3	29.9	26.9	23.6	27.1	16.9	16.6	14.8	19.3	13.7	13.6	12.7
NO. COMPANIES	12	2	2	4	4		2	3	5	5	7	9	11	6	8	11	5	3	4	8
NO. EMPLOYEES	12		2		4		12		14		33		11		9		6		4	
		2		4				7		9		29		7		31		4		40

ALLENTOWN, PA (LEHIGH VALLEY)

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.1	41.3	35.5	34.1	44.7	40.1	31.1	25.0	36.8	34.7	30.0	26.0	35.9	24.0	20.3	16.3	24.9	18.3	17.8	13.9
LOW	32.5	36.5	31.5	26.5	38.5	33.5	27.5	21.5	28.5	22.5	25.5	23.5	30.5	22.5	17.5	13.5	22.5	17.5	14.5	12.5
MID	44.5	38.5	32.5	35.5	47.5	33.5	27.5	23.5	32.5	40.5	31.5	25.5	40.5	23.5	21.5	14.5	23.5	17.5	14.5	13.5
HIGH	48.5	44.5	43.5	40.5	50.5	47.5	32.5	27.5	43.5	41.5	32.5	27.5	44.5	24.5	23.5	17.5	26.5	18.5	18.5	15.5
START	42.2	39.4	28.4	28.9	35.0	32.8	26.9	23.8	36.4	28.0	28.3	24.3	29.0	21.4	16.7	14.5	18.2	14.5	14.1	12.4
NO. COMPANIES	12	5	7	7	7	2	4	7	5	3	5	12	9	5	9	15	4	2	4	13
NO. EMPLOYEES	13		15		9		21		5		9		9		23		5		37	
		7		21		5		23		3		32		10		33		12		174

BINGHAMTON, NY

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.0	46.7	43.8	31.1	45.1		34.2	22.2	39.9		31.5	26.4	28.2	20.2	23.6	16.3	22.6	17.5	15.4	13.9
LOW	31.5	36.5	39.5	30.5	36.5		27.5	21.5	38.5		31.5	24.5	25.5	14.5	17.5	13.5	15.5	15.5	13.5	11.5
MID	45.5	48.5	39.5	32.5	40.5		30.5	22.5	38.5		32.5	26.5	27.5	18.5	20.5	15.5	15.5	16.5	15.5	14.5
HIGH	48.5	54.5	47.5	34.5	54.5		39.5	24.5	42.5		32.5	27.5	31.5	21.5	21.5	19.5	29.5	17.5	17.5	15.5
START	37.6	38.5	37.7	26.9	40.9		30.7	18.2	34.0		26.9	23.7	23.2	16.8	19.7	14.7	18.8	15.2	13.4	11.3
NO. COMPANIES	13	3	2	5	5		6	9	6		6	10	11	4	8	13	2	9	6	13
NO. EMPLOYEES	13		4		5		16		6		9		14		12		2		11	
		3		11				14				27		6		39		12		31

BOSTON, MA

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	55.5	48.2	36.0	34.7	53.0	38.4	35.5	28.7	49.1	46.0	37.5	30.6	40.3	26.1	22.1	19.3	26.6	21.6	16.4	17.1
LOW	22.5	42.5	34.5	34.5	42.5	32.5	32.5	24.5	43.5	44.5	35.5	28.5	32.5	22.5	20.5	17.5	22.5	20.5	15.5	15.5
MID	62.5	44.5	37.5	34.5	50.5	36.5	34.5	28.5	43.5	44.5	36.5	30.5	37.5	25.5	22.5	19.5	23.5	20.5	15.5	16.5
HIGH	67.5	50.5	41.5	36.5	58.5	41.5	38.5	32.5	54.5	48.5	41.5	32.5	45.5	25.5	22.5	21.5	28.5	20.5	16.5	19.5
START	54.7	45.7	36.1	31.7	46.9	37.5	33.5	28.2	0.0	39.7	32.4	27.2	30.7	22.6	18.7	17.7	22.7	17.2	14.6	14.9
NO. COMPANIES	4	8	6	7	7	4	6	7	2	2	6	8	13	9	9	10	8	4	6	9
NO. EMPLOYEES	5	13	58	69	12	29	51	73	6	7	19	48	14	28	58	43	10	8	22	27

BUFFALO, NY

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.7	50.1	41.1	34.2	44.5	29.0	27.5	21.7	50.0	34.9	30.8	25.4	33.9	20.4	19.6	16.3	21.1	18.0	14.2	12.7
LOW	27.5	32.5	38.5	31.5	29.5	17.5	20.5	19.5	41.5	31.5	27.5	21.5	25.5	17.5	16.5	14.5	17.5	14.5	11.5	11.5
MID	42.5	44.5	40.5	33.5	40.5	29.5	25.5	20.5	44.5	35.5	30.5	24.5	30.5	19.5	18.5	15.5	21.5	16.5	13.5	11.5
HIGH	56.5	44.5	41.5	36.5	50.5	40.5	30.5	22.5	53.5	39.5	34.5	29.5	40.5	21.5	23.5	17.5	24.5	19.5	16.5	13.5
START	41.3	37.9	33.0	29.5	35.5	29.7	25.0	18.7	36.4	31.7	27.7	24.0	27.4	17.5	14.9	13.7	17.7	15.8	12.7	11.8
NO. COMPANIES	18	4	5	7	7	3	8	11	9	11	14	18	18	13	14	23	10	8	11	17
NO. EMPLOYEES	18	4	10	16	9	3	26	28	18	55	115	147	22	28	26	59	10	14	47	120

HARRISBURG, PA

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.0	43.6	36.4	30.5	36.6	34.3	29.1	23.5	43.1	39.4	31.3	26.6	30.7	22.4	20.3	16.5	24.3	18.7	15.3	13.8
LOW	35.5	39.5	31.5	24.5	33.5	30.5	25.5	21.5	38.5	36.5	29.5	24.5	23.5	19.5	18.5	14.5	18.5	14.5	14.5	12.5
MID	50.5	42.5	36.5	30.5	34.5	30.5	27.5	23.5	43.5	38.5	30.5	25.5	30.5	21.5	20.5	15.5	23.5	16.5	14.5	13.5
HIGH	57.5	45.5	38.5	35.5	43.5	36.5	34.5	25.5	50.5	40.5	32.5	30.5	34.5	23.5	22.5	17.5	26.5	21.5	16.5	14.5
START	37.2	34.4	29.0	25.4	32.0	29.7	25.3	19.7	35.2	32.6	26.7	22.5	26.1	18.8	17.5	13.8	18.6	15.1	13.4	12.0
NO. COMPANIES	24	12	12	11	7	4	9	14	15	12	19	23	19	13	25	28	12	11	12	27
NO. EMPLOYEES	36	36	150	214	13	42	180	169	139	371	327	548	35	88	309	111	39	18	50	502

HARTFORD, CT

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	58.8	43.0			51.4		33.6	26.4	58.4	43.5	33.8	29.1	34.6	22.4	20.0	17.2	26.5	18.3	15.6	13.2
LOW	57.5	23.5			44.5		25.5	21.5	43.5	40.5	30.5	24.5	29.5	21.5	19.5	17.5	26.5	14.5	14.5	12.5
MID	57.5	23.5			47.5		36.5	21.5	47.5	43.5	32.5	29.5	39.5	21.5	20.5	17.5	26.5	14.5	15.5	13.5
HIGH	60.5	62.5			62.5		39.5	35.5	57.5	47.5	38.5	32.5	41.5	23.5	20.5	17.5	27.5	22.5	17.5	14.5
START	50.6	37.4			40.7		28.2	22.3	45.3	32.9	28.3	24.1	29.2	19.7	16.3	14.5	17.5	14.1	12.6	11.1
NO. COMPANIES	2	2			3		3	2	4	3	3	3	5	2	5	5	2	2	3	3
NO. EMPLOYEES	2	2			3		22	4	14	10	39	45	6	6	16	14	2	3	7	8

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

LANCASTER, PA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.9	35.2	37.6	30.4	37.9	31.5	38.6	23.6	37.8	39.1	33.7	25.4	30.4	22.5	22.6	17.4	22.1	19.1	20.7	15.5
LOW	37.5	30.5	31.5	25.5	29.5	19.5	42.5	20.5	31.5	29.5	24.5	22.5	22.5	19.5	15.5	15.5	16.5	14.5	16.5	12.5
MID	45.5	33.5	35.5	30.5	37.5	29.5	38.5	21.5	43.5	34.5	27.5	24.5	28.5	21.5	20.5	16.5	19.5	15.5	20.5	13.5
HIGH	48.5	38.5	39.5	33.5	43.5	45.5	42.5	24.5	46.5	35.5	35.5	29.5	38.5	24.5	23.5	19.5	26.5	16.5	23.5	16.5
START	36.5	29.2	28.5	23.9	29.4	22.8	35.5	20.7	30.6	27.4	26.3	21.3	26.3	18.0	19.0	15.3	17.2	20.2	16.2	13.7
NO. COMPANIES	20	11	4	11	8	3	3	9	5	5	9	15	17	7	9	22	6	5	5	22
NO. EMPLOYEES	20		4		8		10		6		19		18		13		7		19	
		11		27		4		16		7		38		9		43		6		61

MONTGOMERY COUNTY, PA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	50.5	41.8	42.8	32.4	47.5	33.4	31.9	28.7	47.6	39.4	35.7	29.3	36.2	22.2	21.7	17.7	25.4	19.9	17.6	15.8
LOW	42.5	36.5	41.5	28.5	39.5	32.5	29.5	23.5	40.5	37.5	31.5	26.5	31.5	20.5	20.5	16.5	19.5	17.5	15.5	13.5
MID	49.5	42.5	43.5	35.5	49.5	33.5	29.5	26.5	49.5	38.5	35.5	29.5	34.5	20.5	21.5	17.5	22.5	21.5	17.5	14.5
HIGH	62.5	46.5	45.5	37.5	51.5	35.5	36.5	30.5	53.5	41.5	38.5	31.5	40.5	24.5	22.5	20.5	26.5	22.5	19.5	16.5
START	42.5	34.8	37.3	29.5	40.8	32.2	26.6	27.2	40.6	32.8	31.0	26.5	32.4	19.3	18.6	15.9	22.4	16.2	15.1	13.5
NO. COMPANIES	23	9	7	15	9	5	8	13	11	10	20	21	15	10	13	17	12	9	15	29
NO. EMPLOYEES	23		23		10		27		28		114		29		46		35		146	
		11		60		14		86		26		109		22		67		97		259

NEWARK AREA, NJ (METRO)

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	67.2	58.0	43.9	36.2	49.9	35.8	34.7	25.2	60.0	45.7	37.7	31.5	41.2	24.9	21.4	19.9	24.8	18.9	16.3	14.9
LOW	55.5	49.5	41.5	29.5	43.5	30.5	28.5	22.5	51.5	42.5	35.5	26.5	30.5	22.5	19.5	17.5	20.5	16.5	15.5	13.5
MID	66.5	56.5	46.5	34.5	51.5	35.5	28.5	23.5	59.5	44.5	36.5	31.5	38.5	24.5	20.5	18.5	23.5	17.5	16.5	13.5
HIGH	70.5	68.5	46.5	41.5	52.5	41.5	35.5	27.5	68.5	47.5	37.5	33.5	47.5	26.5	22.5	20.5	28.5	22.5	17.5	15.5
START	60.0	40.3	36.9	32.4	43.1	30.3	33.7	25.5	47.8	36.5	34.6	28.9	36.7	21.6	19.2	16.8	22.4	17.5	14.2	13.7
NO. COMPANIES	12	3	5	8	5	3	4	6	9	10	13	16	18	12	12	18	8	7	11	14
NO. EMPLOYEES	13		7		42		57		16		162		19		91		35		97	
		3		31		19		50		90		191		40		85		35		131

NEW HAMPSHIRE

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.6	41.0	38.8	28.4			29.5	26.9	50.9	44.7	37.6	29.6	37.2	22.7	19.7	15.6	22.5	17.3	15.6	14.1
LOW	32.5	34.5	32.5	27.5			29.5	25.5	42.5	41.5	33.5	26.5	21.5	19.5	17.5	13.5	17.5	13.5	11.5	12.5
MID	42.5	39.5	39.5	30.5			29.5	25.5	48.5	41.5	34.5	29.5	32.5	23.5	20.5	15.5	19.5	15.5	16.5	13.5
HIGH	56.5	49.5	44.5	32.5			35.5	28.5	54.5	47.5	39.5	31.5	40.5	25.5	21.5	16.5	26.5	22.5	16.5	17.5
START	41.6	33.7	32.5	26.3			29.9	24.9	43.0	39.2	33.0	28.7	36.0	18.7	16.4	14.0	19.9	15.0	13.4	12.4
NO. COMPANIES	5	3	3	5			3	2	4	2	4	5	4	3	3	4	5	3	4	7
NO. EMPLOYEES	5		6				18		11		54		5		5		6		16	
		3		11				17		23		33		12		11		5		35

NEW YORK, NY

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	59.0	59.1		34.1	50.9	41.5	30.9	30.0	40.2	46.4	38.7	29.4	38.4	27.0	20.7	20.7	25.7		15.7	16.7
LOW	44.5	50.5		31.5	47.5	34.5	30.5	22.5	30.5	30.5	33.5	22.5	28.5	21.5	18.5	16.5	23.5		14.5	15.5
MID	53.5	50.5		33.5	47.5	34.5	31.5	27.5	37.5	47.5	41.5	31.5	35.5	27.5	19.5	20.5	24.5		14.5	16.5
HIGH	70.5	68.5		41.5	54.5	48.5	31.5	31.5	53.5	52.5	45.5	32.5	37.5	33.5	20.5	23.5	29.5		17.5	17.5
START	55.1	57.0		28.0	43.2	38.4	28.0	24.9	33.6	37.2	33.3	28.4	36.5	20.1	17.8	16.5	22.2		14.8	15.6
NO. COMPANIES	7	2		7	2	2	5	4	3	4	8	6	8	3	5	10	3		2	6
NO. EMPLOYEES	7				6		10		3		177		9		7		4		5	
		2		13		3		17		75		146		5		38				35

PHILADELPHIA, PA

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.6		35.9	31.0			28.9	23.4	44.0	39.1	33.9	30.3	29.4		20.5	15.9	25.0	15.7	15.9	13.7
LOW	38.5		29.5	26.5			31.5	21.5	33.5	32.5	30.5	27.5	26.5		18.5	15.5	20.5	14.5	14.5	11.5
MID	46.5		37.5	32.5			31.5	21.5	46.5	42.5	32.5	29.5	27.5		18.5	16.5	22.5	15.5	16.5	12.5
HIGH	55.5		40.5	33.5			31.5	25.5	46.5	42.5	38.5	35.5	34.5		23.5	16.5	28.5	15.5	16.5	15.5
START	37.6		32.8	26.8			25.6	21.6	34.8	32.9	28.3	25.2	29.4		17.4	14.7	21.2	16.1	13.4	12.9
NO. COMPANIES	6		3	6			3	4	4	5	3	7	6		6	10	4	4	3	7
NO. EMPLOYEES	10		8				18		4		40		6		17		7		11	
				21				12		11		31				23		4		28

PITTSBURGH, PA

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.6		41.4	33.6	39.2		31.3	25.3		29.8	41.7	27.8	34.2		22.9	20.2	26.1		17.5	16.3
LOW	43.5		40.5	32.5	31.5		27.5	18.5		28.5	36.5	24.5	32.5		18.5	15.5	22.5		13.5	14.5
MID	48.5		40.5	32.5	38.5		27.5	26.5		28.5	36.5	24.5	33.5		18.5	20.5	22.5		15.5	16.5
HIGH	48.5		42.5	34.5	42.5		35.5	26.5		30.5	46.5	34.5	38.5		27.5	26.5	30.5		15.5	17.5
START	40.3		29.7	28.4	33.0		21.1	23.9		28.4	32.6	24.1	30.2		20.7	18.0	21.2		16.8	13.8
NO. COMPANIES	8		2	2	4		2	4		2	2	6	6		2	7	2		4	5
NO. EMPLOYEES	8		3		4		2				5		6		3		3		9	
				5				12		3		14				11				22

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

PORTLAND, ME

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.2			36.6					45.3	36.6		25.7	39.5	27.6	19.7	19.2	26.7	19.1		14.4
LOW	31.5			30.5					39.5	31.5		24.5	36.5	24.5	19.5	17.5	25.5	18.5		13.5
MID	31.5			30.5					48.5	31.5		24.5	37.5	28.5	20.5	18.5	27.5	18.5		14.5
HIGH	34.5			43.5					48.5	41.5		27.5	37.5	29.5	20.5	21.5	27.5	20.5		15.5
START	27.6			29.7					34.5	29.4		23.1	31.5	21.5	17.2	16.5	21.3	15.9		12.8
NO. COMPANIES	2			2					3	2		4	4	3	3	5	3	3		5
NO. EMPLOYEES	2			19					4	7		33	4	7	12	10	5	5		108

PROVIDENCE, RI

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.1	31.7					27.6		41.2	30.0	26.8	21.7	35.8	20.3	20.8	16.2	16.4	16.2	13.0	14.8
LOW	38.5	23.5					25.5		40.5	25.5	26.5	20.5	23.5	17.5	14.5	14.5	14.5	16.5	12.5	13.5
MID	38.5	30.5					25.5		40.5	30.5	26.5	22.5	33.5	17.5	22.5	16.5	14.5	16.5	12.5	13.5
HIGH	42.5	42.5					30.5		41.5	34.5	27.5	23.5	38.5	23.5	22.5	18.5	18.5	16.5	13.5	15.5
START	32.2	26.0					26.0		36.5	23.3	24.9	20.4	33.2	17.1	19.1	14.4	16.3	12.8	12.8	12.7
NO. COMPANIES	4	3					2		2	3	2	3	4	2	4	5	2	2	2	8
NO. EMPLOYEES	4	3					5		2	7	7	8	4	5	11	8	2	2	4	27

READING, PA

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.0	35.2	42.5	32.5	36.5		31.9	22.3	43.5	39.2	32.5	27.0	38.8	20.9	19.7	15.3	21.1	17.4	16.7	14.4
LOW	40.5	28.5	40.5	28.5	28.5		29.5	18.5	27.5	37.5	28.5	23.5	35.5	18.5	18.5	13.5	16.5	13.5	15.5	11.5
MID	46.5	38.5	40.5	29.5	34.5		31.5	22.5	47.5	38.5	35.5	27.5	38.5	19.5	18.5	15.5	16.5	15.5	16.5	12.5
HIGH	50.5	42.5	45.5	31.5	39.5		34.5	25.5	53.5	41.5	35.5	30.5	42.5	22.5	19.5	16.5	21.5	18.5	17.5	15.5
START	36.5	33.4	0.0	29.6	32.6		26.4	18.6	29.3	31.1	27.1	22.6	31.2	19.9	16.1	13.6	15.5	14.7	14.2	11.5
NO. COMPANIES	19	7	2	4	4		3	8	6	3	13	15	10	8	10	26	4	8	8	17
NO. EMPLOYEES	19	7	2	4	4		4	17	6	7	29	31	10	12	17	47	4	14	39	98

ROCHESTER, NY

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.2			30.3	37.5		32.5	27.8	52.8	37.7	34.8	28.5	36.2	21.8	19.7	15.3	26.9	19.6	15.6	13.3
LOW	32.5			25.5	37.5		27.5	23.5	46.5	31.5	30.5	26.5	30.5	19.5	17.5	11.5	23.5	19.5	14.5	12.5
MID	43.5			32.5	37.5		27.5	23.5	48.5	41.5	30.5	27.5	31.5	20.5	20.5	16.5	24.5	19.5	15.5	13.5
HIGH	55.5			35.5	38.5		36.5	27.5	62.5	42.5	39.5	28.5	38.5	22.5	22.5	17.5	31.5	20.5	17.5	13.5
START	30.9			28.0	28.1		28.8	21.6	39.2	31.4	29.4	24.3	30.1	16.8	15.5	13.3	21.5	13.8	13.2	11.6
NO. COMPANIES	6			5	2		4	5	3	5	2	4	6	4	9	7	5	2	3	9
NO. EMPLOYEES	6				3		11		5		5		6		25		5		7	
				24				13		15		24		14		27		2		35

STAMFORD, CT

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	64.8						29.1	23.8	51.7	47.6	35.8	30.2	40.1	26.3	21.5	18.3	21.3	18.1		16.1
LOW	53.5						28.5	21.5	43.5	47.5	31.5	28.5	34.5	26.5	20.5	16.5	16.5	17.5		14.5
MID	60.5						28.5	23.5	48.5	47.5	37.5	30.5	40.5	26.5	22.5	18.5	18.5	17.5		14.5
HIGH	68.5						30.5	24.5	55.5	47.5	37.5	32.5	46.5	27.5	23.5	19.5	29.5	18.5		17.5
START	61.2						22.7	20.2	43.2	37.9	28.1	26.1	37.7	20.4	18.9	17.3	20.7	15.3		14.5
NO. COMPANIES	5						3	4	4	2	6	6	6	5	5	6	3	2		5
NO. EMPLOYEES	5						14		4		16		6		13		4			
								18		8		19		7		22		2		31

SYRACUSE, NY

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	56.1	47.3	38.7	32.0	44.5	36.9	29.1	23.9	50.9	40.9	31.2	25.1	39.1	22.1	20.5	18.3	26.3	20.3	17.8	16.2
LOW	47.5	42.5	36.5	31.5	40.5	33.5	29.5	21.5	46.5	37.5	29.5	23.5	32.5	19.5	18.5	15.5	21.5	18.5	15.5	14.5
MID	57.5	46.5	38.5	32.5	40.5	36.5	29.5	23.5	49.5	40.5	31.5	24.5	42.5	22.5	19.5	17.5	22.5	18.5	16.5	14.5
HIGH	63.5	46.5	41.5	33.5	48.5	40.5	30.5	25.5	53.5	44.5	34.5	26.5	43.5	23.5	21.5	20.5	33.5	22.5	18.5	18.5
START	50.1	38.9	29.2	29.0	36.5	32.6	26.6	21.4	42.0	36.3	27.2	22.4	31.1	18.9	15.1	14.4	21.9	15.0	12.6	12.4
NO. COMPANIES	3	4	3	5	2	3	6	7	4	6	5	5	7	6	9	12	6	2	4	6
NO. EMPLOYEES	3		14		2		43		9		71		13		20		8		23	
		9		8		10		54		38		25		10		50		2		60

WASHINGTON, DC

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.2	44.5		37.4	52.6	38.8	38.0	28.1	34.0	35.3	34.3	25.6	38.2	22.4	22.9	20.5	25.2	18.6	18.7	16.1
LOW	25.5	41.5		30.5	40.5	36.5	40.5	23.5	24.5	32.5	31.5	21.5	27.5	20.5	18.5	17.5	19.5	16.5	15.5	14.5
MID	36.5	44.5		34.5	58.5	36.5	40.5	26.5	24.5	33.5	36.5	25.5	43.5	20.5	22.5	19.5	26.5	19.5	18.5	16.5
HIGH	40.5	45.5		36.5	59.5	40.5	45.5	26.5	43.5	40.5	36.5	27.5	45.5	25.5	26.5	22.5	31.5	20.5	22.5	17.5
START	42.7	42.7		29.7	47.5	30.7	39.0	24.4	29.3	33.7	31.8	25.2	33.3	21.0	18.6	17.8	22.0	17.2	15.9	14.4
NO. COMPANIES	8	5		5	3	2	3	4	2	3	5	10	8	3	6	11	7	3	7	11
NO. EMPLOYEES	8				3		9		2		16		8		8		8		19	
		7		18		3		14		4		33		3		26		6		56

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

WESTCHESTER, NY

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	56.2	45.4	43.5	37.6	53.7		35.7	28.6	55.6	43.0	36.9	27.7	37.3	22.5	23.1	18.4	23.6	18.2	16.6	15.8
LOW	50.5	37.5	40.5	36.5	47.5		27.5	21.5	52.5	38.5	31.5	23.5	27.5	20.5	19.5	15.5	20.5	16.5	15.5	14.5
MID	57.5	39.5	41.5	36.5	47.5		35.5	26.5	58.5	42.5	35.5	27.5	38.5	20.5	22.5	17.5	23.5	17.5	16.5	16.5
HIGH	65.5	49.5	42.5	41.5	56.5		42.5	31.5	60.5	46.5	39.5	32.5	45.5	26.5	24.5	20.5	25.5	20.5	18.5	17.5
START	49.3	39.7	34.0	28.2	50.0		31.8	25.2	40.5	36.9	29.7	23.5	31.4	16.7	18.4	15.7	20.4	15.7	14.2	13.6
NO. COMPANIES	17	10	5	6	4		6	8	7	6	14	17	17	10	12	19	11		7	17
NO. EMPLOYEES	17		6		4		8		8		46		17		24		11		15	
		12		10				18		14		34		12		35		7		49

WILMINGTON, DE

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	44.2	48.0	32.7	27.1	41.5			22.3		36.2	31.4	23.6	28.7	18.1	18.2	14.7		18.8	13.7	12.9
LOW	29.5	47.5	28.5	26.5	32.5			16.5		32.5	28.5	21.5	22.5	17.5	17.5	13.5		17.5	13.5	11.5
MID	48.5	47.5	28.5	26.5	32.5			23.5		32.5	30.5	23.5	27.5	17.5	17.5	13.5		17.5	13.5	12.5
HIGH	49.5	48.5	36.5	27.5	50.5			27.5		40.5	31.5	26.5	35.5	18.5	19.5	16.5		20.5	14.5	13.5
START	35.0	38.0	25.8	22.8	31.6			16.9		30.1	25.0	22.8	20.5	17.4	15.4	12.7		12.7	12.0	11.5
NO. COMPANIES	4	2	2	2	2			3		2	4	3	5	2	2	6		2	2	5
NO. EMPLOYEES	4		6		2						22		5		9				6	
		2		9				4		9		19		2		22		2		13

YORK, PA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.4	35.0	34.6	33.1			33.2	20.7	41.3	37.1	30.9	25.8	36.5	25.9	20.6	17.3	24.6	27.2	16.7	14.2
LOW	30.5	30.5	29.5	30.5			26.5	20.5	34.5	30.5	28.5	23.5	29.5	21.5	16.5	14.5	18.5	19.5	15.5	13.5
MID	40.5	34.5	34.5	30.5			26.5	20.5	39.5	34.5	30.5	24.5	34.5	21.5	19.5	16.5	24.5	19.5	16.5	14.5
HIGH	56.5	40.5	40.5	34.5			40.5	23.5	46.5	41.5	33.5	30.5	46.5	34.5	21.5	17.5	27.5	35.5	18.5	14.5
START	35.3	29.6	25.7	29.4			25.4	16.5	41.6	31.0	26.8	21.9	31.2	21.3	16.7	13.8	18.0	14.6	13.3	11.3
NO. COMPANIES	19	3	3	4			2	7	7	4	8	14	7	5	9	15	6	2	3	10
NO. EMPLOYEES	19		4				2		7		17		7		14		6		11	
		5		5				15		8		30		7		24		3		35

EAST CENTRAL UNITED STATES

AKRON-CANTON, OH

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	55.3	48.3	38.0	30.9	48.3	37.8	29.4	24.4	52.4	41.9	36.4	28.1	39.7	26.5	23.8	18.8	26.1	21.3	18.0	15.0
LOW	45.5	41.5	36.5	28.5	39.5	35.5	25.5	21.5	48.5	34.5	29.5	23.5	28.5	24.5	22.5	16.5	19.5	17.5	16.5	13.5
MID	54.5	43.5	36.5	30.5	44.5	35.5	25.5	23.5	51.5	41.5	36.5	28.5	38.5	25.5	22.5	18.5	21.5	19.5	16.5	14.5
HIGH	63.5	47.5	42.5	35.5	48.5	39.5	36.5	26.5	61.5	45.5	39.5	34.5	51.5	28.5	25.5	20.5	35.5	24.5	18.5	16.5
START	44.6	40.5	33.6	28.8	37.4	32.3	26.9	22.5	42.6	33.9	30.1	24.9	33.1	21.1	20.4	15.9	19.7	17.1	14.2	12.8
NO. COMPANIES	17	4	5	9	4	2	6	8	11	8	13	15	15	10	10	15	8	7	12	17
NO. EMPLOYEES	18		11		23		77		18		98		15		27		21		67	
		9		42		5		64		52		66		28		68		14		122

BATTLECREEK-KALAMAZOO, MI

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.4	54.0	39.3	33.1	38.2	35.4		25.6	46.0	38.8	32.4	26.1	36.3	25.3	22.6	18.2	27.2	19.1	16.0	14.9
LOW	35.5	39.5	36.5	27.5	36.5	22.5		18.5	37.5	37.5	28.5	24.5	29.5	21.5	20.5	16.5	16.5	11.5	16.5	11.5
MID	42.5	43.5	38.5	33.5	36.5	22.5		24.5	44.5	39.5	35.5	27.5	35.5	24.5	20.5	18.5	18.5	19.5	16.5	15.5
HIGH	54.5	47.5	40.5	38.5	39.5	48.5		30.5	47.5	46.5	38.5	29.5	40.5	30.5	26.5	21.5	43.5	27.5	20.5	16.5
START	40.2	40.2	33.8	28.2	31.3	29.7		23.7	37.0	31.2	28.9	23.6	32.8	21.3	19.4	16.0	23.5	15.2	14.1	13.5
NO. COMPANIES	16	4	5	5	2	2		5	8	5	10	13	11	10	10	15	6	3	6	12
NO. EMPLOYEES	17		31		10				11		64		21		42		6		30	
		11		23		2		46		17		107		26		54		5		44

CHICAGO, IL

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.9	51.2	40.0	37.0	50.8		34.0	26.8	48.2	41.1	33.0	26.9	36.2	22.8	19.6	18.2	24.0	19.6	18.3	15.0
LOW	45.5	46.5	39.5	36.5	33.5		32.5	21.5	38.5	36.5	30.5	23.5	30.5	19.5	18.5	15.5	20.5	15.5	15.5	13.5
MID	49.5	53.5	41.5	36.5	42.5		32.5	26.5	51.5	42.5	31.5	26.5	33.5	22.5	19.5	16.5	22.5	17.5	18.5	14.5
HIGH	54.5	55.5	41.5	39.5	54.5		41.5	28.5	57.5	44.5	33.5	29.5	40.5	25.5	21.5	20.5	24.5	23.5	19.5	15.5
START	40.2	42.9	32.3	30.6	46.0		28.8	23.5	39.4	29.3	27.7	23.6	31.8	20.7	16.3	16.1	19.5	16.1	15.3	13.4
NO. COMPANIES	25	5	9	9	4		5	7	5	6	16	19	19	15	11	24	12	4	15	23
NO. EMPLOYEES	26		57		4		22		6		63		23		39		14		45	
		28		76				28		14		41		19		49		12		128

CHICAGO (NORTH/WEST), IL

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	53.5	46.6	41.8	35.2	51.8	44.6	32.0	25.2	48.3	36.5	34.1	27.9	34.8	22.7	22.5	18.2	28.1	21.2	17.4	16.3
LOW	47.5	43.5	38.5	25.5	47.5	34.5	27.5	23.5	43.5	35.5	30.5	22.5	30.5	17.5	18.5	15.5	22.5	19.5	15.5	15.5
MID	52.5	48.5	38.5	36.5	52.5	49.5	27.5	24.5	47.5	36.5	34.5	26.5	32.5	23.5	21.5	19.5	27.5	20.5	17.5	16.5
HIGH	60.5	53.5	45.5	39.5	53.5	50.5	34.5	25.5	51.5	42.5	37.5	32.5	39.5	25.5	23.5	20.5	33.5	23.5	18.5	17.5
START	38.6	35.6	36.8	28.4	39.9	37.6	27.2	24.3	38.0	32.9	29.0	24.5	29.7	18.7	19.1	16.1	22.2	15.9	14.1	13.3
NO. COMPANIES	29	7	8	8	5	3	4	9	8	12	25	23	18	13	19	35	11	6	16	25
NO. EMPLOYEES	30		13		8		16		11		125		24		62		14		85	
		13		30		6		33		43		118		42		104		7		50

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

CINCINNATI, OH

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	49.0	47.5	40.7	33.6	48.4	37.8	30.2	29.3	47.4	39.7	32.3	27.0	36.8	23.0	20.4	18.2	25.2	18.8	15.5	14.0
LOW	39.5	47.5	39.5	29.5	47.5	30.5	26.5	22.5	43.5	35.5	29.5	24.5	31.5	19.5	18.5	16.5	20.5	16.5	13.5	12.5
MID	44.5	47.5	40.5	30.5	47.5	38.5	28.5	24.5	46.5	41.5	31.5	27.5	36.5	22.5	19.5	17.5	22.5	18.5	15.5	13.5
HIGH	57.5	48.5	43.5	33.5	48.5	44.5	31.5	26.5	52.5	41.5	33.5	28.5	44.5	26.5	21.5	19.5	27.5	19.5	16.5	15.5
START	35.4	34.6	29.6	25.6	37.5	25.0	23.2	22.1	40.2	30.3	27.3	23.5	29.8	18.9	16.4	15.6	22.6	15.2	12.6	12.5
NO. COMPANIES	22	2	6	8	4	3	8	12	14	10	15	19	19	17	15	25	12	8	16	23
NO. EMPLOYEES	22	2	13	28	4	5	34	60	40	51	154	166	22	28	57	80	17	15	70	151

CLEVELAND, OH

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	68.3	52.0	40.2	36.4			29.1	25.8	45.5		30.9	26.6	40.3	24.4	22.5	20.9	29.9		19.1	15.6
LOW	44.5	37.5	30.5	35.5			21.5	22.5	41.5		26.5	23.5	32.5	23.5	20.5	15.5	22.5		16.5	14.5
MID	44.5	53.5	30.5	35.5			29.5	25.5	41.5		26.5	23.5	35.5	23.5	22.5	18.5	22.5		16.5	16.5
HIGH	70.5	65.5	50.5	36.5			36.5	30.5	49.5		35.5	29.5	38.5	25.5	24.5	19.5	37.5		22.5	16.5
START	0.0	27.9	0.0	31.8			20.0	0.0	34.5		25.7	22.5	35.1	22.5	24.1	16.4	0.0		0.0	12.8
NO. COMPANIES	2	3	2	4			3	3	2		2	2	4	2	5	4	2		2	5
NO. EMPLOYEES	2	3	9	83			15	17	11		22	8	6	11	13	19	2		10	11

COLUMBUS, OH

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.2	42.4	37.3	34.9	45.8	30.4	28.5	23.2	46.5	38.9	33.1	27.0	38.6	23.3	20.4	17.1	27.1	19.8	16.8	14.8
LOW	35.5	33.5	32.5	30.5	36.5	25.5	28.5	20.5	39.5	33.5	29.5	23.5	33.5	20.5	18.5	15.5	21.5	16.5	14.5	13.5
MID	46.5	40.5	38.5	34.5	47.5	25.5	29.5	24.5	45.5	37.5	32.5	26.5	37.5	21.5	20.5	16.5	26.5	17.5	16.5	14.5
HIGH	54.5	54.5	41.5	39.5	50.5	35.5	31.5	25.5	53.5	43.5	37.5	30.5	41.5	25.5	21.5	18.5	29.5	22.5	18.5	15.5
START	37.0	31.9	30.6	28.3	35.0	25.3	24.7	21.1	37.1	31.5	28.0	23.2	31.7	20.1	17.1	15.4	21.8	15.4	13.9	12.7
NO. COMPANIES	30	9	11	14	8	2	9	17	19	20	23	38	23	24	20	28	16	13	14	28
NO. EMPLOYEES	45	28	58	80	15	17	64	122	163	163	281	376	27	55	81	96	26	40	109	124

DAYTON, OH

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.3	47.8		33.2	46.6	40.4	33.4	23.1	46.3	38.6	33.6	26.0	36.3	19.9	21.2	16.7	19.4	21.1	14.8	14.5
LOW	36.5	45.5		32.5	37.5	36.5	35.5	18.5	36.5	35.5	31.5	21.5	26.5	19.5	18.5	15.5	17.5	17.5	12.5	12.5
MID	45.5	45.5		32.5	45.5	36.5	35.5	24.5	45.5	36.5	34.5	25.5	34.5	20.5	19.5	15.5	20.5	20.5	13.5	13.5
HIGH	56.5	50.5		32.5	51.5	44.5	37.5	25.5	52.5	38.5	37.5	29.5	45.5	21.5	20.5	20.5	25.5	20.5	16.5	16.5
START	40.4	41.7		30.7	38.5	33.7	25.0	19.9	36.3	32.8	29.5	24.8	31.5	18.9	18.2	15.3	21.9	16.3	14.4	12.5
NO. COMPANIES	7	2		5	4	2	3	5	9	8	11	12	15	6	8	14	6	5	4	9
NO. EMPLOYEES	7				4		8		12		52		15		26		5		22	
		2		32		3		24		25		51		16		55		6		37

DETROIT, MI

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	50.9	49.3	42.0	37.9	43.4	35.2	29.6	25.7	46.3	41.6	35.5	29.1	31.1	30.2	22.0	17.3	22.3	25.5	18.1	15.8
LOW	38.5	43.5	37.5	37.5	36.5	33.5	29.5	24.5	35.5	39.5	32.5	26.5	25.5	24.5	20.5	15.5	21.5	21.5	14.5	14.5
MID	52.5	43.5	37.5	37.5	36.5	33.5	29.5	25.5	40.5	39.5	37.5	29.5	30.5	30.5	22.5	18.5	22.5	21.5	15.5	15.5
HIGH	64.5	55.5	46.5	40.5	50.5	36.5	31.5	25.5	47.5	43.5	37.5	30.5	41.5	36.5	23.5	19.5	23.5	29.5	24.5	16.5
START	44.2	38.5	30.5	29.9	32.2	28.6	24.9	22.1	35.0	30.4	28.2	24.4	25.6	23.1	19.4	16.8	18.1	18.0	14.9	13.4
NO. COMPANIES	7	2	2	5	2	2	3	5	4	2	3	6	7	3	5	8	5	2	3	8
NO. EMPLOYEES	7		9		4		20		11		8		9		17		7		36	
		4		13		8		33		4		26		5		21		2		42

EVANSVILLE, IN

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.0	37.0		27.0	32.9			20.4	49.3	36.2	29.5	25.7	29.9	24.2	18.8	15.3	30.1	24.1	15.8	13.4
LOW	36.5	35.5		24.5	28.5			19.5	37.5	30.5	25.5	21.5	19.5	23.5	15.5	12.5	15.5	19.5	13.5	11.5
MID	43.5	35.5		27.5	32.5			19.5	37.5	34.5	27.5	24.5	25.5	23.5	19.5	14.5	17.5	21.5	14.5	12.5
HIGH	48.5	40.5		29.5	38.5			21.5	58.5	37.5	34.5	31.5	32.5	25.5	21.5	17.5	35.5	30.5	15.5	16.5
START	33.0	26.6		21.0	26.6			20.2	33.5	30.2	24.3	22.4	24.4	21.3	17.4	13.9	24.0	19.5	13.3	12.6
NO. COMPANIES	12	5		3	3			2	4	5	9	10	12	3	11	14	4	3	4	7
NO. EMPLOYEES	12				3				7		36		13		20		4		10	
		7		4				5		12		54		3		55		5		25

FORT WAYNE, IN

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.0	43.2	38.0	30.6	41.1		26.1	20.7	40.1	38.7	32.1	27.0	36.2	23.1	20.6	17.8	25.5	18.1	17.4	14.4
LOW	37.5	40.5	37.5	21.5	42.5		20.5	17.5	34.5	34.5	25.5	22.5	29.5	20.5	17.5	14.5	23.5	13.5	15.5	12.5
MID	46.5	42.5	37.5	31.5	42.5		20.5	21.5	41.5	40.5	33.5	28.5	35.5	22.5	19.5	17.5	23.5	16.5	17.5	14.5
HIGH	57.5	48.5	38.5	34.5	43.5		30.5	22.5	46.5	42.5	36.5	30.5	42.5	27.5	23.5	20.5	26.5	20.5	17.5	16.5
START	36.3	32.4	30.4	24.6	32.7		21.6	19.1	31.0	29.6	24.6	21.8	26.9	18.6	17.5	15.2	19.2	15.6	15.0	13.1
NO. COMPANIES	20	7	5	8	8		4	7	11	10	14	17	17	11	11	20	8	10	9	11
NO. EMPLOYEES	20		5		14		9		13		58		17		28		9		23	
		9		17				23		30		74		20		53		18		62

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

GRAND RAPIDS, MI

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.6	42.2	32.9	32.7	37.9	32.9	30.1	24.8	41.4	37.0	31.4	28.1	35.1	21.7	22.0	18.2	22.[illegible]	18.1	16.8	14.6
LOW	37.5	35.5	30.5	29.5	35.5	29.5	30.5	20.5	34.5	30.5	28.5	24.5	26.5	18.5	19.5	15.5	21.5	[illegible]5	14.5	13.5
MID	46.5	40.5	31.5	31.5	35.5	32.5	32.5	24.5	40.5	37.5	30.5	27.5	31.5	20.5	21.5	18.5	23.5	[illegible]5	16.5	14.5
HIGH	53.5	50.5	36.5	37.5	38.5	36.5	33.5	27.5	44.5	40.5	34.5	31.5	41.5	23.5	23.5	20.5	24.5	19.5	18.5	16.5
START	39.5	33.0	28.3	27.2	30.0	27.4	25.0	21.9	35.0	30.0	27.2	25.8	30.6	18.7	17.0	15.9	19.5	[illegible]5	13.4	11.9
NO. COMPANIES	20	5	3	10	6	3	7	12	8	8	11	17	12	7	8	19	7	8	5	13
NO. EMPLOYEES	22	9	9	39	10	7	40	79	13	36	73	75	12	18	20	65	7	26	48	40

INDIANAPOLIS, IN

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.7	40.8	37.5	30.2	40.2	27.8	27.4	23.2	45.9	37.8	31.2	25.9	38.1	21.0	18.7	15.9	18.7	15.7	14.9	11.7
LOW	36.5	37.5	33.5	28.5	32.5	17.5	24.5	19.5	40.5	34.5	27.5	24.5	32.5	17.5	15.5	14.5	14.5	11.5	12.5	11.5
MID	47.5	40.5	34.5	30.5	38.5	22.5	26.5	20.5	43.5	35.5	31.5	26.5	34.5	20.5	18.5	15.5	19.5	14.5	16.5	11.5
HIGH	55.5	45.5	44.5	33.5	44.5	33.5	30.5	25.5	44.5	38.5	33.5	27.5	37.5	23.5	20.5	17.5	21.5	18.5	17.5	12.5
START	40.3	35.6	28.4	24.8	37.7	27.6	20.3	20.4	37.3	31.1	26.9	23.1	30.2	19.2	14.7	13.4	15.5	12.8	11.8	10.2
NO. COMPANIES	17	7	6	6	6	4	7	11	13	9	13	19	13	10	18	19	11	4	9	12
NO. EMPLOYEES	18	8	16	29	6	4	30	29	23	37	72	114	13	22	40	42	13	4	26	63

ROCKFORD, IL

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.4	40.9	34.4	33.0	34.7	31.2	28.3	24.1	42.6	35.4	31.3	25.8	29.0	22.3	19.4	16.0	20.8	16.5	17.2	13.8
LOW	39.5	39.5	33.5	28.5	32.5	29.5	26.5	21.5	38.5	32.5	29.5	23.5	25.5	18.5	16.5	14.5	19.5	14.5	13.5	12.5
MID	45.5	41.5	34.5	32.5	34.5	31.5	28.5	24.5	38.5	32.5	31.5	25.5	31.5	21.5	18.5	15.5	20.5	17.5	16.5	13.5
HIGH	47.5	42.5	34.5	35.5	35.5	32.5	29.5	26.5	44.5	38.5	35.5	27.5	35.5	25.5	20.5	16.5	21.5	18.5	18.5	14.5
START	34.4	33.6	26.5	27.5	28.5	25.6	25.4	21.1	33.9	25.9	26.5	23.2	24.3	19.7	15.4	13.7	16.7	13.1	13.6	11.7
NO. COMPANIES	21	5	4	8	4	3	5	13	6	2	10	15	11	7	9	17	5	3	11	17
NO. EMPLOYEES	22	5	9	10	6	3	10	26	6	4	17	28	11	8	14	35	6	3	27	58

TOLEDO, OH

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	49.5	45.2	35.1	28.7	47.9	30.3	32.0	26.3	48.2	42.1	33.2	26.4	31.0	26.0	22.0	18.0	22.9	17.7	17.1	15.0
LOW	45.5	39.5	32.5	25.5	42.5	27.5	25.5	19.5	34.5	38.5	30.5	22.5	22.5	22.5	19.5	16.5	18.5	17.5	13.5	12.5
MID	47.5	44.5	34.5	27.5	46.5	27.5	30.5	25.5	50.5	42.5	33.5	25.5	33.5	23.5	19.5	17.5	21.5	17.5	16.5	14.5
HIGH	62.5	51.5	35.5	33.5	51.5	33.5	36.5	30.5	55.5	46.5	38.5	29.5	37.5	30.5	25.5	21.5	25.5	17.5	19.5	17.5
START	42.5	32.7	29.9	25.1	40.3	28.5	27.1	23.2	44.7	34.6	29.5	24.9	28.0	20.8	18.6	18.1	20.1	13.9	12.8	13.1
NO. COMPANIES	13	5	6	5	6	2	9	12	9	6	11	12	15	11	11	17	7	2	8	17
NO. EMPLOYEES	13	6	11	18	8	3	16	31	11	16	39	48	15	18	20	65	7	5	18	83

WEST CENTRAL UNITED STATES

BISMARCK-MANDAN, ND

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.0									36.7	29.0	23.0	30.6	21.4	20.6	15.6	25.4		15.5	11.9
LOW	31.5									33.5	27.5	17.5	23.5	20.5	17.5	13.5	15.5		11.5	11.5
MID	34.5									35.5	28.5	22.5	27.5	20.5	17.5	15.5	15.5		15.5	11.5
HIGH	45.5									41.5	33.5	26.5	40.5	22.5	23.5	16.5	44.5		17.5	12.5
START	27.2									24.8	23.9	20.5	19.2	16.3	19.3	13.4	20.6		13.1	10.0
NO. COMPANIES	10									3	5	5	3	2	2	8	3		4	8
NO. EMPLOYEES	11									4	18	9	3	2	4	11	3		8	22

CEDAR RAPIDS, IA

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	44.1	43.1	33.9	30.3	33.6		28.2	22.3	40.1	30.3	29.7	24.5	32.9	19.4	17.2	16.6	19.1		14.0	14.0
LOW	35.5	39.5	29.5	28.5	29.5		28.5	19.5	35.5	27.5	26.5	21.5	26.5	18.5	16.5	14.5	18.5		11.5	11.5
MID	43.5	39.5	31.5	31.5	35.5		28.5	20.5	38.5	29.5	26.5	24.5	31.5	18.5	16.5	16.5	18.5		11.5	12.5
HIGH	54.5	47.5	35.5	32.5	36.5		30.5	26.5	44.5	30.5	31.5	28.5	38.5	19.5	18.5	17.5	19.5		16.5	15.5
START	37.4	36.5	31.4	25.7	36.1		24.0	18.8	34.1	26.2	22.6	21.6	29.0	18.7	14.0	13.9	16.0		10.4	12.1
NO. COMPANIES	14	2	4	7	3		3	7	7	5	9	13	8	4	6	15	4		2	14
NO. EMPLOYEES	14	2	6	12	3		20	26	9	11	31	49	8	6	13	33	4		2	28

DAVENPORT, IA (QUAD CITIES)

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	55.3	43.8	38.1	32.0	48.7		29.9	21.1	43.0	41.0	30.9	26.1	38.1	30.2	24.3	16.9	27.1	19.9	15.9	14.3
LOW	43.5	38.5	35.5	29.5	46.5		27.5	20.5	35.5	35.5	28.5	20.5	27.5	22.5	20.5	13.5	23.5	17.5	12.5	13.5
MID	46.5	44.5	35.5	30.5	46.5		29.5	21.5	39.5	43.5	28.5	26.5	36.5	30.5	23.5	16.5	26.5	17.5	15.5	13.5
HIGH	66.5	45.5	43.5	31.5	51.5		32.5	21.5	49.5	44.5	33.5	30.5	40.5	34.5	28.5	20.5	32.5	22.5	19.5	15.5
START	42.2	35.9	35.4	26.2	29.9		22.1	17.1	39.0	39.5	27.8	21.4	28.4	24.7	18.7	13.0	21.3	15.7	10.9	11.1
NO. COMPANIES	10	4	3	4	2		3	8	6	3	10	11	8	4	8	14	7	2	3	10
NO. EMPLOYEES	10	4	5	13	2		11	18	9	16	75	85	8	4	26	32	7	6	5	38

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

DES MOINES, IA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	54.6	39.1	34.8	29.8	40.9	30.8	27.7	20.9	45.1	36.1	32.3	26.4	36.3	23.0	20.9	16.1	23.7	18.3	15.7	12.7
LOW	44.5	33.5	31.5	27.5	38.5	27.5	22.5	18.5	40.5	33.5	28.5	23.5	29.5	19.5	18.5	13.5	20.5	17.5	13.5	11.5
MID	52.5	37.5	36.5	31.5	41.5	31.5	26.5	20.5	45.5	36.5	32.5	26.5	36.5	21.5	20.5	16.5	22.5	17.5	15.5	12.5
HIGH	58.5	45.5	40.5	33.5	42.5	34.5	29.5	22.5	50.5	40.5	36.5	29.5	40.5	25.5	22.5	17.5	26.5	18.5	18.5	13.5
START	46.5	31.3	27.8	24.0	34.1	25.5	22.4	18.4	36.2	29.8	26.9	23.2	29.9	19.6	17.1	14.3	19.6	15.6	13.1	11.6
NO. COMPANIES	32	18	15	17	17	9	17	23	22	21	33	38	34	24	28	40	19	9	23	32
NO. EMPLOYEES	36	47	71	110	46	42	62	132	57	81	200	365	41	48	108	158	36	10	187	283

FARGO-MOORHEAD, ND

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.5			25.6			24.0	18.5	39.8	29.0	24.6	24.4	33.0	18.4	16.9	14.1	18.4	16.5	11.9	12.9
LOW	32.5			22.5			23.5	14.5	38.5	26.5	24.5	21.5	25.5	15.5	14.5	13.5	16.5	13.5	11.5	11.5
MID	44.5			22.5			23.5	18.5	38.5	26.5	24.5	22.5	29.5	16.5	15.5	14.5	16.5	13.5	11.5	11.5
HIGH	49.5			28.5			24.5	22.5	39.5	31.5	24.5	25.5	44.5	16.5	18.5	15.5	20.5	22.5	12.5	12.5
START	39.8			22.7			22.5	17.3	32.4	24.8	22.5	21.9	24.2	17.0	15.2	13.7	11.9	13.5	10.1	12.0
NO. COMPANIES	8			2			2	3	4	2	2	7	7	4	5	7	2	3	2	5
NO. EMPLOYEES	8			5			9	6	4	8	13	33	7	5	8	20	3	9	7	21

KANSAS CITY, MO

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	52.0	48.4	38.5	34.2	45.6	41.9	32.6	25.7	43.2	36.1	30.7	26.4	40.2	23.3	20.5	17.2	24.0	19.1	15.8	14.1
LOW	44.5	37.5	38.5	32.5	40.5	39.5	27.5	21.5	33.5	34.5	27.5	22.5	37.5	20.5	19.5	15.5	19.5	16.5	14.5	12.5
MID	55.5	51.5	39.5	34.5	46.5	40.5	31.5	23.5	45.5	37.5	30.5	26.5	38.5	24.5	19.5	16.5	21.5	19.5	16.5	13.5
HIGH	62.5	55.5	43.5	37.5	49.5	41.5	35.5	29.5	48.5	37.5	33.5	29.5	45.5	25.5	20.5	17.5	26.5	20.5	16.5	15.5
START	37.6	37.5	30.8	27.7	35.7	32.6	28.2	22.5	34.7	30.1	25.1	21.2	31.9	19.4	17.8	15.1	19.4	16.0	14.1	12.0
NO. COMPANIES	15	8	10	9	6	4	8	15	12	9	13	18	13	11	13	20	10	9	9	17
NO. EMPLOYEES	15	11	34	24	36	91	121	136	27	32	76	84	19	20	29	98	12	14	27	104

LINCOLN, NE

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	44.7	38.4	40.9	30.5	35.1	26.5	26.3	24.5	41.8	34.5	27.9	23.3	34.5	19.3	17.4	14.8	22.8	14.7	14.0	12.2
LOW	35.5	29.5	39.5	25.5	28.5	25.5	23.5	21.5	37.5	30.5	26.5	20.5	25.5	18.5	14.5	12.5	21.5	12.5	13.5	11.5
MID	41.5	33.5	41.5	29.5	33.5	25.5	23.5	22.5	42.5	34.5	28.5	23.5	32.5	19.5	16.5	14.5	22.5	14.5	13.5	11.5
HIGH	54.5	47.5	45.5	35.5	39.5	27.5	26.5	29.5	45.5	34.5	30.5	24.5	42.5	20.5	21.5	17.5	25.5	14.5	14.5	13.5
START	32.3	35.2	32.2	25.7	35.9	0.0	25.0	19.8	33.9	27.3	22.3	19.8	29.3	16.5	14.7	12.3	17.9	12.3	11.9	10.7
NO. COMPANIES	19	6	5	11	5	2	8	11	9	5	11	12	12	10	9	19	5	4	6	14
NO. EMPLOYEES	24		10		6		25		13		60		17		26		11		16	
		6		41		2		47		17		45		22		112		5		191

MADISON, WI

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.4	40.1		31.1	39.6	33.4	27.4	22.6	40.9	31.7	33.0	27.3	36.9	25.4	21.4	17.4	23.0	21.5	17.3	14.2
LOW	36.5	36.5		23.5	36.5	30.5	27.5	20.5	31.5	18.5	29.5	25.5	31.5	21.5	20.5	15.5	20.5	15.5	16.5	13.5
MID	43.5	41.5		31.5	41.5	31.5	27.5	22.5	42.5	34.5	29.5	26.5	37.5	24.5	21.5	17.5	21.5	20.5	16.5	14.5
HIGH	52.5	45.5		39.5	45.5	35.5	30.5	25.5	46.5	42.5	40.5	29.5	40.5	30.5	22.5	19.5	24.5	24.5	17.5	14.5
START	39.6	34.7		26.4	31.3	26.9	24.0	20.4	32.2	26.5	26.8	23.3	30.6	22.4	18.1	15.6	19.7	18.3	14.6	12.2
NO. COMPANIES	10	5		7	5	4	3	5	6	3	6	8	9	7	9	10	6	4	6	13
NO. EMPLOYEES	10				24		50		6		32		9		13		8		52	
		21		34		25		93		5		43		9		28		8		83

MID-MISSOURI

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	50.0	35.0	29.5	27.6	36.6	32.6	24.1	21.0	40.3	37.1	27.7	23.4	36.5	25.5	21.8	17.8	24.2	18.0	14.3	14.3
LOW	36.5	29.5	26.5	22.5	32.5	31.5	22.5	20.5	34.5	30.5	26.5	20.5	30.5	17.5	17.5	14.5	15.5	15.5	12.5	13.5
MID	40.5	37.5	29.5	25.5	37.5	31.5	22.5	20.5	34.5	34.5	28.5	22.5	34.5	18.5	18.5	18.5	23.5	16.5	13.5	14.5
HIGH	57.5	39.5	32.5	33.5	40.5	34.5	27.5	21.5	45.5	45.5	28.5	25.5	42.5	26.5	19.5	20.5	26.5	19.5	15.5	15.5
START	33.6	27.3	25.1	22.3	27.0	24.8	20.7	19.0	30.5	26.8	22.9	20.0	28.2	19.5	17.6	14.5	18.9	13.7	12.6	11.8
NO. COMPANIES	8	3	3	5	3	2	3	5	6	5	6	8	7	4	5	7	5	4	4	7
NO. EMPLOYEES	8		7		7		14		17		64		8		20		13		88	
		5		21		3		35		22		61		16		27		11		68

MILWAUKEE, WI

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.0	37.4	38.6	33.7	38.8	40.8	29.6	25.5	45.7	39.7	32.4	27.8	37.3	22.7	21.6	17.5	25.7	18.2	17.6	14.5
LOW	38.5	30.5	35.5	27.5	31.5	33.5	27.5	22.5	42.5	34.5	28.5	25.5	30.5	18.5	18.5	14.5	18.5	17.5	16.5	12.5
MID	43.5	38.5	37.5	35.5	37.5	44.5	28.5	25.5	45.5	38.5	32.5	28.5	36.5	19.5	20.5	16.5	25.5	18.5	17.5	14.5
HIGH	52.5	45.5	42.5	40.5	50.5	44.5	34.5	28.5	49.5	42.5	35.5	31.5	42.5	26.5	25.5	20.5	32.5	20.5	17.5	16.5
START	39.7	31.6	32.5	28.8	32.3	30.7	26.1	21.8	37.2	32.5	28.0	24.0	30.8	20.2	18.5	16.1	22.8	16.3	14.4	12.8
NO. COMPANIES	20	9	9	11	7	3	8	13	14	10	17	19	21	8	19	18	11	6	13	18
NO. EMPLOYEES	21		30		8		26		25		104		21		53		15		46	
		13		42		7		55		54		174		14		69		9		51

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

MINNEAPOLIS-ST. PAUL, MN

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.5	47.3	41.7	33.3	47.8	39.4	32.1	27.0	47.8	38.2	32.5	27.5	35.4	24.3	20.7	18.5	23.3		17.4	15.5
LOW	39.5	44.5	39.5	28.5	46.5	37.5	34.5	25.5	40.5	30.5	28.5	23.5	31.5	21.5	18.5	15.5	20.5		16.5	13.5
MID	47.5	45.5	41.5	32.5	49.5	37.5	30.5	27.5	47.5	33.5	32.5	27.5	36.5	22.5	20.5	17.5	22.5		16.5	14.5
HIGH	57.5	52.5	43.5	36.5	50.5	41.5	34.5	28.5	51.5	43.5	35.5	31.5	38.5	24.5	21.5	21.5	26.5		20.5	17.5
START	37.2	41.5	33.2	28.5	36.9	34.4	27.9	24.5	41.6	32.7	28.5	24.9	31.5	22.3	18.1	16.8	20.6		14.8	13.3
NO. COMPANIES	18	10	9	16	6	2	5	9	15	6	17	22	21	12	14	24	7		6	18
NO. EMPLOYEES	21	24	63	76	9	6	13	43	28	13	41	98	31	24	45	77	9		8	65

MINNESOTA (SOUTHERN)

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.3	37.0									27.8	18.6	28.1	16.0	20.1	14.7				13.6
LOW	28.5	24.5									26.5	11.5	24.5	14.5	18.5	14.5				12.5
MID	31.5	24.5									28.5	11.5	28.5	17.5	19.5	14.5				13.5
HIGH	44.5	49.5									28.5	26.5	32.5	17.5	22.5	15.5				14.5
START	30.3	37.0									20.0	20.5	23.6	18.1	17.8	13.4				11.7
NO. COMPANIES	8	2									5	2	5	3	3	2				5
NO. EMPLOYEES	8	2									18	15	5	4	4	5				9

OMAHA, NE

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.5	45.0	39.1	35.5			28.1	22.0	47.6	38.7	30.9	25.0	33.4	22.2	20.8	16.5	15.7	15.8	17.6	13.0
LOW	35.5	42.5	36.5	34.5			25.5	20.5	44.5	36.5	29.5	20.5	27.5	18.5	18.5	14.5	13.5	14.5	14.5	11.5
MID	45.5	45.5	39.5	36.5			25.5	21.5	45.5	39.5	31.5	24.5	34.5	21.5	20.5	15.5	14.5	14.5	16.5	12.5
HIGH	54.5	47.5	41.5	37.5			34.5	22.5	48.5	40.5	33.5	28.5	41.5	24.5	22.5	18.5	19.5	17.5	20.5	13.5
START	38.6	37.5	31.5	29.6			25.1	19.8	38.0	33.6	29.4	20.7	28.0	21.3	17.1	15.1	14.6	12.5	16.8	12.4
NO. COMPANIES	9	3	3	5			3	5	4	3	7	8	7	4	8	7	3	2	5	10
NO. EMPLOYEES	9	3	8	21			23	25	5	6	32	41	7	7	18	23	3	2	11	36

ST. LOUIS, MO

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	52.7	50.2	38.8	33.1	40.2	29.1	30.9	22.3	44.2	40.0	34.6	27.1	33.6	22.8	19.3	17.3	25.2	19.1	15.1	13.3
LOW	43.5	45.5	35.5	30.5	32.5	28.5	28.5	18.5	38.5	33.5	32.5	24.5	26.5	20.5	17.5	15.5	18.5	15.5	14.5	11.5
MID	52.5	45.5	36.5	34.5	36.5	28.5	29.5	20.5	41.5	40.5	33.5	27.5	31.5	22.5	19.5	18.5	20.5	19.5	15.5	12.5
HIGH	57.5	55.5	41.5	38.5	39.5	30.5	34.5	25.5	48.5	45.5	35.5	30.5	37.5	26.5	21.5	18.5	25.5	21.5	15.5	14.5
START	41.8	34.9	30.8	25.8	32.2	23.5	24.2	19.7	33.5	34.1	27.4	23.0	28.9	19.7	17.6	15.3	20.9	15.8	13.1	12.1
NO. COMPANIES	20	2	9	10	4	2	10	12	15	6	15	22	20	11	18	24	10	8	11	21
NO. EMPLOYEES	21		58		9		52		19		78		22		48		14		43	
		2		49		2		47		14		90		37		73		16		165

TOPEKA, KS

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	66.6	51.4		35.1			36.1	23.6			37.0	28.1	36.3		23.7	18.5				16.3
LOW	44.5	49.5		31.5			35.5	22.5			28.5	25.5	27.5		20.5	14.5				14.5
MID	67.5	49.5		31.5			35.5	22.5			36.5	28.5	31.5		20.5	17.5				14.5
HIGH	70.5	53.5		39.5			37.5	24.5			45.5	28.5	50.5		26.5	20.5				18.5
START	52.9	45.3		27.4			29.1	21.8			27.4	23.1	27.5		18.8	14.2				11.8
NO. COMPANIES	3	2		2			2	2			3	4	3		2	4				2
NO. EMPLOYEES	3						10				11		3		6					
		4		29				18				55				18				20

WICHITA, KS

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.5	44.6	32.8	33.2	49.7		30.8	25.5	47.4	38.5	30.6	28.0	37.0	26.7	22.4	19.0	26.6	18.9	18.2	14.5
LOW	42.5	39.5	32.5	30.5	43.5		25.5	22.5	40.5	33.5	27.5	23.5	33.5	25.5	18.5	15.5	25.5	15.5	11.5	11.5
MID	48.5	43.5	35.5	31.5	47.5		25.5	22.5	45.5	37.5	30.5	25.5	36.5	26.5	21.5	18.5	25.5	18.5	17.5	12.5
HIGH	60.5	47.5	39.5	39.5	55.5		35.5	26.5	48.5	39.5	33.5	30.5	42.5	27.5	25.5	21.5	27.5	19.5	24.5	16.5
START	42.1	43.4	27.8	27.3	37.0		24.4	22.3	34.3	30.2	25.2	24.2	29.4	23.3	18.5	16.6	22.6	16.1	14.3	13.7
NO. COMPANIES	15	4	5	8	5		4	6	9	7	7	10	11	6	13	12	5	5	8	8
NO. EMPLOYEES	15		31		8		21		15		36		18		59		6		28	
		7		51				33		26		54		15		71		6		28

SOUTHERN UNITED STATES

ATLANTA, GA

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	53.5	51.8	39.6	39.1			30.1	23.5	43.5	42.2	35.9	28.6	40.7	26.7	21.1	17.1	20.6	16.5	16.6	13.7
LOW	40.5	42.5	26.5	35.5			22.5	20.5	42.5	42.5	33.5	24.5	34.5	23.5	18.5	15.5	16.5	14.5	14.5	13.5
MID	43.5	52.5	41.5	35.5			28.5	22.5	43.5	42.5	35.5	28.5	39.5	26.5	22.5	16.5	20.5	17.5	16.5	13.5
HIGH	58.5	54.5	45.5	41.5			37.5	27.5	45.5	43.5	38.5	30.5	45.5	27.5	22.5	18.5	21.5	18.5	16.5	14.5
AVERAGE START	34.8	33.7	29.4	29.1			22.3	16.9	25.5	30.2	27.6	21.8	28.1	19.1	16.6	14.7	16.4	12.6	13.6	12.7
NO. COMPANIES	4	4	4	4			5	6	5	5	6	8	8	8	7	10	4	3	5	7
NO. EMPLOYEES	4		18				32		6		56		18		28		4		24	
		15		42				29		14		103		17		48		5		29

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

BIRMINGHAM, AL

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.2	38.0	36.7	30.6	36.9		24.9	20.7	54.2	38.8	32.0	26.7	33.8	20.7	18.5	15.6	23.1	17.8	15.6	13.0
LOW	37.5	31.5	34.5	30.5	33.5		22.5	20.5	44.5	31.5	29.5	25.5	25.5	18.5	14.5	13.5	17.5	14.5	14.5	12.5
MID	43.5	35.5	35.5	30.5	33.5		22.5	20.5	53.5	35.5	30.5	27.5	31.5	19.5	17.5	15.5	22.5	17.5	15.5	13.5
HIGH	62.5	40.5	37.5	32.5	40.5		26.5	22.5	62.5	42.5	34.5	28.5	33.5	21.5	20.5	16.5	27.5	18.5	17.5	14.5
START	36.9	32.3	28.3	25.4	30.7		23.1	18.7	47.2	30.2	25.8	22.9	26.9	17.4	17.1	14.1	18.5	13.4	13.3	10.9
NO. COMPANIES	13	4	4	6	2		4	6	7	8	14	14	13	6	12	16	9	4	9	11
NO. EMPLOYEES	13		13		2		15		8		39		13		25		15		27	
		4		13				35		24		64		13		65		4		44

CHARLOTTE, NC

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	53.2	42.2	39.9	33.0	48.5		28.3	23.5	45.1	37.3	31.4	28.4	37.3	24.9	20.7	17.1	24.0	16.4	16.8	14.8
LOW	41.5	30.5	38.5	32.5	42.5		37.5	21.5	39.5	34.5	27.5	27.5	33.5	21.5	18.5	15.5	21.5	15.5	15.5	13.5
MID	49.5	40.5	40.5	33.5	42.5		24.5	21.5	43.5	34.5	33.5	28.5	38.5	23.5	21.5	17.5	21.5	15.5	16.5	14.5
HIGH	61.5	47.5	41.5	34.5	54.5		37.5	23.5	47.5	38.5	33.5	29.5	43.5	30.5	21.5	19.5	25.5	16.5	18.5	16.5
START	38.7	33.4	34.6	27.6	34.0		25.6	22.1	35.1	30.9	26.9	23.1	30.3	20.3	17.4	14.8	21.7	13.0	14.5	12.7
NO. COMPANIES	12	4	5	10	2		3	5	4	5	9	13	9	7	7	13	6	5	7	10
NO. EMPLOYEES	16		18		36		66		7		40		9		44		7		33	
		8		57				150		18		64		15		55		14		55

COLUMBIA, SC

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	57.9		40.7		45.0		23.6	20.5	41.7	40.9	35.3	26.1	36.0	21.1	19.7	16.7	23.3	15.7	15.2	13.6
LOW	47.5		37.5		42.5		20.5	17.5	34.5	28.5	28.5	25.5	32.5	19.5	18.5	15.5	17.5	14.5	12.5	11.5
MID	50.5		38.5		42.5		20.5	17.5	46.5	39.5	34.5	26.5	36.5	20.5	18.5	15.5	20.5	14.5	14.5	12.5
HIGH	70.5		41.5		47.5		26.5	23.5	48.5	46.5	40.5	28.5	37.5	21.5	21.5	16.5	31.5	17.5	18.5	16.5
START	42.8		30.5		33.3		22.5	18.9	36.3	30.4	27.2	22.3	28.2	18.4	16.1	14.2	19.5	13.0	12.8	11.1
NO. COMPANIES	9		4		2		2	2	7	7	10	10	7	4	8	10	6	3	7	10
NO. EMPLOYEES	12		4		12		8		12		103		7		26		11		29	
								15		48		74		18		37		21		147

DALLAS, TX

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	59.8	53.4	41.0	35.1	50.5	36.4	35.6	29.2	54.4	45.9	36.9	29.5	42.1	25.4	20.6	19.5	27.9	19.5	17.4	15.2
LOW	45.5	49.5	34.5	30.5	44.5	29.5	30.5	25.5	46.5	40.5	34.5	26.5	29.5	20.5	18.5	17.5	23.5	18.5	14.5	14.5
MID	65.5	52.5	42.5	34.5	44.5	31.5	38.5	30.5	51.5	44.5	37.5	29.5	41.5	24.5	21.5	18.5	26.5	19.5	17.5	15.5
HIGH	70.5	64.5	46.5	39.5	56.5	40.5	40.5	31.5	60.5	51.5	39.5	32.5	51.5	26.5	21.5	20.5	33.5	21.5	19.5	17.5
START	48.0	40.1	34.6	30.9	40.5	36.4	33.4	25.7	46.5	38.7	31.8	26.4	38.4	23.4	18.7	17.3	26.6	17.4	15.7	13.1
NO. COMPANIES	17	5	7	10	2	6	11	13	19	14	19	19	22	17	17	22	11	14	14	21
NO. EMPLOYEES	19		26		4		148		42		167		30		76		27		104	
		17		91		26		121		116		211		44		94		59		163

FORT WORTH, TX

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.1			28.1						35.9	29.1	25.6	37.2	24.1	20.2	16.1	22.3		17.4	15.5
LOW	30.5			22.5						32.5	26.5	25.5	36.5	20.5	18.5	14.5	19.5		14.5	13.5
MID	47.5			22.5						32.5	30.5	25.5	36.5	20.5	19.5	15.5	20.5		15.5	14.5
HIGH	63.5			33.5						39.5	30.5	26.5	38.5	25.5	21.5	19.5	26.5		17.5	17.5
START	37.4			27.8						31.3	27.6	23.5	30.9	20.5	18.3	14.6	17.3		13.3	13.4
NO. COMPANIES	3			2						2	3	5	3	4	6	7	3		4	5
NO. EMPLOYEES	3										17		5		31		3		63	
				4						10		11		16		29				20

GREENSBORO, NC

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	53.6	41.7	39.6	36.0	50.3		33.5	24.3	52.4		30.9	25.0	31.9	21.6	18.8	16.0			15.9	14.6
LOW	45.5	30.5	27.5	25.5	39.5		24.5	19.5	32.5		28.5	23.5	28.5	21.5	16.5	14.5			14.5	13.5
MID	48.5	38.5	44.5	38.5	39.5		24.5	21.5	59.5		28.5	25.5	32.5	21.5	19.5	16.5			14.5	14.5
HIGH	50.5	56.5	47.5	44.5	61.5		42.5	28.5	65.5		33.5	28.5	32.5	22.5	20.5	16.5			17.5	15.5
START	44.0	36.8	33.0	28.1	38.0		26.9	22.0	39.5		26.7	22.8	27.4	19.6	16.4	14.7			14.1	13.1
NO. COMPANIES	4	3	3	3	2		2	4	3		2	5	4	2	5	4			2	4
NO. EMPLOYEES	4		10		2		4		8		7		6		22				3	
		3		11				19				19		4		9				13

GREENVILLE, SC

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.7	44.1	39.2					22.9	37.2			24.6	42.6	26.0	19.7	13.9		15.2		12.0
LOW	23.5	42.5	38.5					21.5	32.5			15.5	26.5	24.5	16.5	13.5		13.5		11.5
MID	46.5	42.5	38.5					21.5	32.5			26.5	49.5	24.5	20.5	13.5		13.5		12.5
HIGH	51.5	46.5	40.5					24.5	42.5			27.5	52.5	28.5	22.5	15.5		17.5		13.5
AVERAGE START	33.2	34.3	31.2					19.9	20.0			17.6	41.5	0.0	15.6	13.1		15.6		11.4
NO. COMPANIES	5	2	2					2	2			4	3	2	3	7		2		5
NO. EMPLOYEES	10		16						2				8		6					
		13						10				21		2		14		2		14

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

HIGH POINT, NC

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	50.5		33.0									24.0	33.1		16.8	14.5		15.3	15.7	13.9
LOW	39.5		28.5									20.5	30.5		15.5	13.5		14.5	14.5	13.5
MID	50.5		28.5									24.5	30.5		15.5	13.5		14.5	15.5	13.5
HIGH	62.5		37.5									27.5	36.5		19.5	14.5		16.5	17.5	14.5
START	30.3		30.0									21.8	33.5		14.8	13.2		13.0	14.1	12.9
NO. COMPANIES	3		2									3	2		3	4		2	3	2
NO. EMPLOYEES	3		4										2		9				13	
												20				12		7		18

HOUSTON, TX

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.6			31.9	42.5				49.9		36.3	30.1	43.1	25.2	20.8	17.2	25.1		19.5	17.9
LOW	35.5			28.5	33.5				38.5		33.5	29.5	24.5	23.5	17.5	15.5	24.5		15.5	15.5
MID	45.5			28.5	43.5				38.5		35.5	29.5	42.5	23.5	19.5	17.5	24.5		15.5	15.5
HIGH	53.5			35.5	50.5				61.5		40.5	30.5	43.5	27.5	22.5	18.5	25.5		18.5	15.5
START	39.7			28.9	37.7				34.3		25.6	26.5	30.4	19.9	17.9	15.7	19.7		17.5	15.8
NO. COMPANIES	4			2	3				2		3	2	4	2	4	4	2		4	4
NO. EMPLOYEES	4				3				10		36		4		13		2		8	
				6								28		8		16				9

KINGSPORT, TN

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.8	48.6		32.2		38.4	32.3	23.4	42.6			25.0	39.3	24.4	21.2	17.2	23.3	19.4	14.5	15.4
LOW	34.5	40.5		30.5		26.5	28.5	16.5	38.5			21.5	38.5	18.5	20.5	13.5	13.5	17.5	11.5	11.5
MID	45.5	40.5		30.5		26.5	28.5	16.5	43.5			25.5	39.5	22.5	20.5	16.5	22.5	18.5	14.5	11.5
HIGH	57.5	56.5		39.5		50.5	43.5	30.5	43.5			26.5	40.5	26.5	24.5	18.5	34.5	22.5	15.5	20.5
START	37.4	37.8		26.9		40.3	30.5	16.6	35.2			20.8	33.3	19.9	18.3	15.5	18.3	13.3	11.8	12.4
NO. COMPANIES	8	2		6		2	3	2	4			5	5	4	5	8	3	3	4	4
NO. EMPLOYEES	8						17		4				5		7		3		28	
		3		16		7		4				9		4		13		3		10

KNOXVILLE, TN

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.6	43.5	41.5	35.8			36.2	29.8	41.2	43.5	32.2	26.0	33.2	21.2	16.3	15.7	21.5	16.5	13.8	13.0
LOW	32.5	37.5	35.5	28.5			30.5	24.5	30.5	39.5	25.5	22.5	22.5	16.5	14.5	11.5	21.5	11.5	12.5	11.5
MID	45.5	40.5	35.5	30.5			36.5	28.5	40.5	39.5	30.5	25.5	28.5	22.5	15.5	14.5	21.5	17.5	13.5	11.5
HIGH	51.5	52.5	47.5	40.5			41.5	32.5	42.5	47.5	34.5	28.5	37.5	25.5	19.5	19.5	21.5	18.5	15.5	16.5
START	31.6	26.7	28.1	24.0			28.9	22.7	31.0	30.7	25.4	21.7	29.1	16.7	13.8	11.6	17.8	13.0	11.2	11.2
NO. COMPANIES	6	3	2	4			3	4	4	2	4	5	4	6	3	6	2	4	3	6
NO. EMPLOYEES	9		112				8		18		107		6		21		11		113	
		32		199				7		34		77		17		46		15		55

LEXINGTON, KY

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	49.0			28.9				20.0	29.6	34.7	34.1	23.1	33.5		15.5	15.0		15.7	16.0	12.5
LOW	24.5			28.5				18.5	28.5	25.5	32.5	18.5	28.5		12.5	11.5		13.5	12.5	11.5
MID	44.5			28.5				18.5	28.5	31.5	32.5	22.5	28.5		15.5	13.5		15.5	14.5	11.5
HIGH	55.5			29.5				21.5	31.5	48.5	35.5	26.5	31.5		16.5	17.5		16.5	20.5	16.5
START	35.6			26.4				18.4	25.9	24.2	23.6	18.6	24.5		14.7	13.7		12.4	12.5	11.2
NO. COMPANIES	4			2				2	2	3	2	5	5		4	7		4	3	3
NO. EMPLOYEES	4								2		11		5		10				5	
				2				9		11		31				23		5		5

LITTLE ROCK, AR

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.0	49.9	37.5		35.6	31.5					29.1	31.8	33.4	19.4		16.2	26.4		16.4	13.2
LOW	45.5	44.5	30.5		33.5	26.5					26.5	29.5	28.5	15.5		14.5	14.5		14.5	12.5
MID	46.5	44.5	30.5		33.5	26.5					26.5	30.5	33.5	15.5		14.5	25.5		14.5	13.5
HIGH	54.5	55.5	44.5		37.5	36.5					31.5	36.5	39.5	23.5		18.5	39.5		18.5	13.5
START	39.1	36.9	32.3		26.7	23.0					21.2	27.2	30.5	0.0		14.9	26.8		15.2	11.3
NO. COMPANIES	5	2	2		2	2					2	3	5	2		6	3		2	5
NO. EMPLOYEES	5		6		2						4		5				3		63	
		2				3						3		3		15				27

LOUISVILLE, KY

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	53.8	54.9	37.2	30.7	41.5			25.4	41.8	37.6	33.3	25.5	42.0	25.3	19.3	14.6	23.5	17.2	14.5	12.5
LOW	38.5	50.5	31.5	26.5	36.5			24.5	36.5	33.5	30.5	19.5	39.5	21.5	16.5	11.5	20.5	16.5	13.5	11.5
MID	45.5	50.5	31.5	29.5	38.5			24.5	40.5	35.5	31.5	25.5	41.5	24.5	18.5	12.5	24.5	16.5	13.5	12.5
HIGH	70.5	59.5	43.5	33.5	49.5			26.5	46.5	38.5	34.5	26.5	45.5	30.5	21.5	15.5	26.5	17.5	15.5	13.5
START	42.9	43.0	32.1	24.8	34.2			21.0	37.9	31.2	28.6	23.2	32.0	22.9	16.9	13.6	21.5	16.4	14.4	10.9
NO. COMPANIES	7	2	2	6	3			2	5	4	7	10	6	7	6	8	5	4	4	7
NO. EMPLOYEES	7		7		7				37		97		6		27		10		13	
		7		40				32		27		66		17		33		6		28

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

NORFOLK, VA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.4	40.2	34.6	29.5	37.7		24.3		41.6	33.4	31.6	22.9	27.9	22.0	19.3	16.0	19.4		17.0	13.0
LOW	31.5	38.5	29.5	27.5	36.5		22.5		34.5	23.5	28.5	16.5	24.5	17.5	15.5	13.5	14.5		13.5	11.5
MID	39.5	38.5	29.5	30.5	36.5		22.5		34.5	23.5	31.5	23.5	25.5	18.5	18.5	15.5	20.5		17.5	12.5
HIGH	52.5	41.5	40.5	31.5	39.5		26.5		48.5	43.5	34.5	27.5	32.5	19.5	22.5	16.5	22.5		18.5	14.5
START	34.0	30.3	25.9	24.0	30.9		19.6		38.7	31.0	29.6	20.5	23.8	19.0	16.0	14.1	15.5		13.5	11.0
NO. COMPANIES	19	2	2	7	2		4		2	2	5	7	11	4	10	13	8		4	12
NO. EMPLOYEES	19		10		2		12		2		11		12		19		10		9	
		2		19						4		24		4		26				46

OKLAHOMA CITY, OK

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	50.5	45.5	37.9	33.4				21.3	50.7	38.1	31.3	27.3	33.6	19.6	18.2	16.7	21.8	17.9	16.3	14.1
LOW	43.5	43.5	36.5	31.5				21.5	44.5	36.5	28.5	24.5	30.5	15.5	17.5	13.5	20.5	13.5	15.5	13.5
MID	52.5	45.5	37.5	34.5				21.5	47.5	36.5	29.5	29.5	32.5	19.5	18.5	17.5	22.5	17.5	17.5	13.5
HIGH	57.5	48.5	39.5	34.5				21.5	54.5	44.5	31.5	31.5	34.5	23.5	19.5	18.5	22.5	18.5	18.5	15.5
START	42.2	37.2	26.5	28.4				16.1	36.0	31.6	24.4	24.0	29.6	14.3	14.0	13.4	18.8	13.5	13.1	12.3
NO. COMPANIES	13	3	5	3				2	6	6	8	7	8	7	9	12	3	4	5	6
NO. EMPLOYEES	15		8						15		33		8		37		4		12	
		5		13				4		24		74		12		27		5		12

ORLANDO, FL

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.2	45.7	39.5	33.1	44.6	33.1	29.7	22.3	54.4	41.9	33.6	28.1	33.9	22.8	20.1	17.1	20.6	16.7	14.7	12.9
LOW	37.5	44.5	30.5	24.5	30.5	25.5	38.5	18.5	49.5	41.5	28.5	26.5	23.5	20.5	18.5	16.5	13.5	14.5	13.5	11.5
MID	50.5	46.5	40.5	31.5	42.5	25.5	20.5	22.5	51.5	42.5	35.5	28.5	31.5	20.5	19.5	17.5	19.5	14.5	13.5	11.5
HIGH	61.5	50.5	44.5	35.5	44.5	41.5	36.5	23.5	58.5	43.5	36.5	30.5	43.5	27.5	23.5	18.5	28.5	20.5	16.5	15.5
START	37.7	35.6	32.4	27.3	35.2	28.6	27.3	19.8	39.2	32.9	28.8	24.9	28.9	20.4	18.9	14.8	17.4	14.6	12.5	11.4
NO. COMPANIES	7	5	6	8	4	2	2	4	5	5	9	9	10	5	9	12	7	5	5	8
NO. EMPLOYEES	7		11		9		9		40		150		16		58		10		26	
		12		18		12		17		63		145		35		62		14		37

RALEIGH, NC

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	51.8	42.6	35.4	29.4	44.0		31.9	27.0	46.7	39.8	34.8	28.9	36.4	21.8	20.3	18.3	22.5	17.9	16.8	13.6
LOW	42.5	32.5	30.5	26.5	35.5		26.5	19.5	35.5	36.5	33.5	26.5	30.5	17.5	18.5	15.5	20.5	17.5	15.5	12.5
MID	51.5	45.5	37.5	26.5	48.5		30.5	26.5	42.5	38.5	35.5	29.5	32.5	18.5	20.5	18.5	21.5	17.5	17.5	13.5
HIGH	55.5	50.5	38.5	32.5	48.5		39.5	35.5	52.5	41.5	36.5	30.5	43.5	24.5	21.5	20.5	25.5	19.5	19.5	14.5
START	40.8	39.6	0.0	21.8	36.2		27.6	20.9	38.1	34.0	28.1	24.7	31.1	21.1	17.9	15.6	17.7	14.6	13.8	12.0
NO. COMPANIES	15	3	3	2	3		3	5	8	8	11	12	13	8	14	19	6	6	9	12
NO. EMPLOYEES	18		8		8		8		25		133		27		102		29		347	
		4		8				31		72		167		48		138		51		122

RICHMOND, VA

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	55.8	48.8	46.3	36.2	42.1	32.6	26.5	23.3	51.0	37.5	33.2	26.9	37.2	24.0	20.7	16.5	21.9	17.8	16.0	14.1
LOW	42.5	42.5	38.5	31.5	39.5	22.5	25.5	21.5	48.5	33.5	31.5	24.5	28.5	19.5	17.5	15.5	18.5	16.5	14.5	12.5
MID	55.5	46.5	46.5	34.5	41.5	32.5	25.5	22.5	50.5	37.5	33.5	26.5	34.5	24.5	19.5	16.5	21.5	17.5	15.5	13.5
HIGH	65.5	54.5	48.5	37.5	47.5	34.5	26.5	26.5	53.5	42.5	34.5	27.5	43.5	27.5	22.5	17.5	26.5	20.5	16.5	14.5
START	45.7	40.8	37.0	29.6	35.5	27.2	25.8	22.3	42.2	32.6	28.7	24.1	30.5	19.7	18.1	15.4	17.7	15.9	13.6	12.2
NO. COMPANIES	16	7	7	12	6	4	6	7	13	15	19	24	20	16	16	25	19	10	16	26
NO. EMPLOYEES	17		48		25		33		36		160		21		65		22		162	
		25		40		29		61		58		182		41		86		15		142

ROANOKE, VA

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.8							22.2	45.7		36.6		27.6		17.4	15.0	23.4	19.1		12.5
LOW	31.5							19.5	42.5		27.5		21.5		13.5	12.5	14.5	12.5		11.5
MID	42.5							19.5	42.5		27.5		21.5		13.5	16.5	14.5	12.5		11.5
HIGH	44.5							25.5	49.5		46.5		33.5		26.5	16.5	32.5	25.5		15.5
START	32.5							17.0	40.2		30.2		23.4		15.4	13.9	20.1	17.6		11.5
NO. COMPANIES	5							2	2		2		2		3	3	2	2		4
NO. EMPLOYEES	5								2		2		4		9		2			
								3								5		2		8

TULSA, OK

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	51.4	44.2		37.0	44.8		34.4	23.6	48.6	40.1	34.3	28.5	41.2	25.0	21.1	17.4	23.6	18.9	17.1	13.9
LOW	39.5	33.5		28.5	28.5		41.5	16.5	42.5	35.5	30.5	26.5	33.5	21.5	18.5	16.5	19.5	15.5	16.5	12.5
MID	50.5	46.5		38.5	42.5		27.5	22.5	51.5	38.5	35.5	28.5	43.5	25.5	21.5	17.5	21.5	17.5	16.5	13.5
HIGH	59.5	47.5		41.5	48.5		41.5	31.5	53.5	46.5	37.5	30.5	48.5	27.5	24.5	19.5	30.5	22.5	17.5	14.5
START	44.8	35.9		29.8	34.4		27.8	24.0	41.5	32.4	28.8	25.6	33.0	19.7	16.9	15.7	20.3	13.7	13.4	12.5
NO. COMPANIES	20	4		8	4		2	3	8	7	12	11	11	8	14	19	7	5	9	12
NO. EMPLOYEES	20				4		4		15		71		13		24		8		11	
		4		22				9		31		59		11		49		7		39

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

WINSTON-SALEM, NC

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.5	24.3							43.9	35.5	26.4	24.6	42.8	17.9		14.9	22.4	16.7	14.4	12.3
LOW	39.5	15.5							33.5	29.5	20.5	20.5	22.5	17.5		12.5	21.5	14.5	13.5	11.5
MID	39.5	28.5							33.5	29.5	25.5	20.5	22.5	17.5		13.5	22.5	16.5	13.5	12.5
HIGH	40.5	30.5							54.5	41.5	34.5	28.5	63.5	19.5		16.5	23.5	20.5	14.5	12.5
START	35.0	19.0							37.8	28.5	24.2	22.0	48.3	15.3		12.1	20.4	15.3	12.4	10.5
NO. COMPANIES	2	3							2	2	3	2	2	3		4	3	3	4	4
NO. EMPLOYEES	2								4		41		2				5		21	
		3								11		55		8		5		3		16

WESTERN UNITED STATES

DENVER, CO

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	49.1	54.2	41.6	35.6			29.8	23.6	46.7	40.4	37.2	29.8	33.7		23.8	18.5	24.3	23.8	19.2	16.7
LOW	41.5	50.5	40.5	34.5			28.5	19.5	40.5	38.5	33.5	26.5	28.5		19.5	15.5	19.5	23.5	17.5	15.5
MID	42.5	50.5	40.5	34.5			28.5	24.5	48.5	39.5	34.5	30.5	34.5		23.5	18.5	23.5	23.5	18.5	16.5
HIGH	60.5	57.5	43.5	37.5			31.5	26.5	50.5	43.5	36.5	31.5	37.5		26.5	20.5	30.5	23.5	20.5	16.5
START	34.3	42.6	33.4	30.3			26.2	21.1	39.4	32.0	31.4	25.8	25.6		18.8	16.5	23.1	20.4	17.6	15.1
NO. COMPANIES	6	2	2	2			2	3	5	3	4	6	7		6	7	3	2	5	5
NO. EMPLOYEES	12		70				58		6		8		23		48		9		91	
		11		6				40		6		16				58		9		103

LOS ANGELES, CA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	52.5	52.1	44.3	36.0	56.4	47.5	37.7	30.6	57.0	47.8	39.5	33.1	41.9	26.5	24.1	20.2	31.1	21.5	19.1	17.1
LOW	42.5	47.5	41.5	34.5	53.5	36.5	42.5	27.5	47.5	42.5	36.5	29.5	36.5	25.5	22.5	18.5	25.5	19.5	18.5	15.5
MID	52.5	49.5	44.5	35.5	54.5	49.5	36.5	31.5	60.5	47.5	38.5	33.5	39.5	27.5	24.5	19.5	28.5	20.5	18.5	16.5
HIGH	65.5	56.5	47.5	41.5	56.5	49.5	42.5	31.5	62.5	53.5	43.5	36.5	48.5	28.5	26.5	21.5	31.5	24.5	21.5	18.5
START	46.0	43.4	35.6	30.4	44.9	33.8	0.0	24.7	42.8	35.4	33.8	28.9	36.5	22.2	21.3	18.6	26.2	18.7	16.5	15.5
NO. COMPANIES	8	8	8	10	5	4	4	4	12	6	12	9	13	9	15	10	12	11	15	17
NO. EMPLOYEES	8		20		5		71		19		73		13		47		12		51	
		12		68		11		30		33		48		19		42		14		79

OAKLAND-EAST BAY, CA

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.5	52.5	42.7	36.0		38.7		33.2	43.8	44.2	39.1	31.0	44.3	24.8	26.7	21.6			19.0	18.4
LOW	33.5	50.5	37.5	36.5		34.5		27.5	38.5	42.5	36.5	30.5	28.5	21.5	24.5	19.5			18.5	16.5
MID	45.5	50.5	42.5	37.5		36.5		27.5	44.5	44.5	36.5	32.5	47.5	22.5	26.5	20.5			18.5	16.5
HIGH	51.5	55.5	47.5	41.5		46.5		45.5	48.5	45.5	36.5	32.5	49.5	26.5	29.5	25.5			19.5	21.5
START	37.7	52.0	40.5	28.5		36.5		34.7	44.6	40.7	34.6	31.6	35.0	21.9	23.4	21.6			0.0	19.8
NO. COMPANIES	11	2	3	5		3		3	3	3	5	5	4	4	6	7			2	5
NO. EMPLOYEES	12		7						22		91		7		13				6	
		2		20		9		12		69		51		7		25				41

PHOENIX, AZ

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	54.5	53.7	39.3	35.5	52.4	40.8	32.5	29.6	49.1	43.0	39.9	28.3	41.9	26.5	23.6	19.2	25.9	20.0	17.2	14.7
LOW	42.5	47.5	29.5	31.5	42.5	34.5	29.5	25.5	41.5	37.5	35.5	25.5	31.5	23.5	19.5	16.5	20.5	17.5	14.5	12.5
MID	50.5	49.5	39.5	33.5	47.5	37.5	29.5	28.5	48.5	42.5	38.5	29.5	40.5	25.5	21.5	18.5	22.5	19.5	16.5	13.5
HIGH	68.5	59.5	49.5	35.5	64.5	40.5	37.5	31.5	53.5	50.5	44.5	31.5	49.5	29.5	26.5	21.5	28.5	21.5	18.5	16.5
START	45.8	42.4	33.0	29.3	40.4	35.2	28.9	24.2	38.2	38.6	32.2	24.9	35.9	24.1	20.5	17.3	23.6	16.3	15.0	13.1
NO. COMPANIES	22	11	7	10	6	4	7	5	10	7	12	15	15	12	12	19	12	10	12	19
NO. EMPLOYEES	23		41		6		40		19		90		24		52		17		70	
		25		52		17		58		26		108		34		107		26		142

PORTLAND, OR

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	49.3	40.2		34.1				22.8	45.0	39.1	30.6	27.2	33.6	23.7	19.5	16.2	24.5	18.3	16.2	15.8
LOW	40.5	34.5		28.5				20.5	37.5	36.5	29.5	23.5	25.5	22.5	17.5	15.5	21.5	16.5	15.5	12.5
MID	46.5	36.5		33.5				21.5	38.5	36.5	30.5	27.5	32.5	22.5	19.5	15.5	25.5	18.5	15.5	14.5
HIGH	57.5	50.5		34.5				23.5	46.5	43.5	32.5	28.5	37.5	26.5	19.5	16.5	26.5	20.5	16.5	14.5
START	42.9	30.5		27.5				20.7	34.9	29.9	26.1	22.2	25.3	18.2	16.2	14.9	19.0	14.5	14.0	12.5
NO. COMPANIES	10	3		4				5	4	3	6	7	10	3	8	10	3	3	6	4
NO. EMPLOYEES	10								5		21		11		14		3		12	
		3		5				13		10		18		5		15		3		6

SALEM AREA, OR

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.8	33.0	34.5	28.7				19.9	37.7	43.8	31.2	20.4	30.5		20.8	16.0		16.6	14.4	11.9
LOW	35.5	27.5	29.5	23.5				18.5	26.5	42.5	22.5	15.5	25.5		14.5	12.5		11.5	11.5	11.5
MID	38.5	31.5	29.5	23.5				18.5	26.5	42.5	30.5	18.5	25.5		22.5	13.5		16.5	15.5	11.5
HIGH	41.5	35.5	39.5	34.5				21.5	49.5	45.5	34.5	21.5	35.5		25.5	17.5		18.5	15.5	12.5
START	32.5	27.3	27.6	23.8				18.2	28.3	34.1	24.5	18.5	25.1		13.3	14.2		12.9	11.8	11.3
NO. COMPANIES	5	4	2	2				2	2	2	4	4	2		3	8		4	4	5
NO. EMPLOYEES	5		5						2		6		2		5				10	
		4		7				3		2		357				10		24		10

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

SAN FRANCISCO, CA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	64.7	49.4		30.9			32.9	29.5	53.3	47.5	39.8	31.9	41.3	32.5	23.9	20.2	31.3	24.2	21.7	17.5
LOW	55.5	37.5		28.5			35.5	28.5	42.5	39.5	37.5	30.5	26.5	26.5	21.5	18.5	25.5	21.5	19.5	15.5
MID	58.5	45.5		30.5			35.5	28.5	50.5	45.5	39.5	30.5	30.5	31.5	23.5	19.5	30.5	24.5	20.5	17.5
HIGH	70.5	64.5		34.5			44.5	29.5	65.5	56.5	42.5	34.5	45.5	33.5	26.5	22.5	35.5	27.5	24.5	17.5
START	51.8	47.2		36.4			31.6	27.5	45.5	39.9	30.0	27.9	36.2	27.3	20.3	18.1	27.9	23.7	18.2	16.6
NO. COMPANIES	9	3		6			3	5	10	6	14	14	12	4	12	14	6	6	10	12
NO. EMPLOYEES	9						4		27		148		14		57		10		34	
		12		21				22		47		144		27		30		12		167

SAN JOSE, CA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	57.5							28.1	55.9		41.0	33.1	38.6		23.4	20.9				18.6
LOW	50.5							23.5	55.5		38.5	32.5	33.5		22.5	16.5				16.5
MID	50.5							23.5	55.5		38.5	32.5	34.5		22.5	16.5				18.5
HIGH	65.5							33.5	56.5		43.5	33.5	47.5		24.5	25.5				21.5
START	42.5							0.0	0.0		0.0	0.0	32.1		21.7	0.0				14.0
NO. COMPANIES	2							2	2		2	2	3		2	2				3
NO. EMPLOYEES	2								3		6		3		9					
								7				9				8				10

SEATTLE, WA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	52.0		35.6	34.5			28.0	25.3	49.5	42.3	34.9	29.4	34.6	24.2	21.0	19.4	23.7	20.7	18.2	15.1
LOW	44.5		34.5	30.5			30.5	25.5	36.5	38.5	32.5	27.5	29.5	19.5	17.5	17.5	20.5	18.5	15.5	12.5
MID	50.5		35.5	34.5			30.5	25.5	48.5	39.5	33.5	28.5	34.5	26.5	21.5	18.5	22.5	20.5	17.5	14.5
HIGH	57.5		38.5	38.5			31.5	25.5	64.5	44.5	36.5	30.5	39.5	27.5	23.5	20.5	27.5	21.5	20.5	16.5
START	41.6		26.6	25.4			23.1	28.7	38.4	30.5	29.7	23.8	28.5	21.1	17.8	17.2	19.2	16.6	15.4	12.7
NO. COMPANIES	18		6	6			3	5	11	6	16	17	12	11	12	16	5	5	10	16
NO. EMPLOYEES	18		17				21		22		105		15		36		8		38	
				37				14		69		136		30		58		17		72

CANADA (Canadian dollars)

CALGARY, AB

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	51.3			37.6					44.6			31.4	27.6		23.8	23.1				19.3
LOW	48.5			37.5					41.5			26.5	24.5		21.5	20.5				17.5
MID	52.5			37.5					41.5			31.5	24.5		21.5	21.5				19.5
HIGH	53.5			38.5					48.5			31.5	31.5		26.5	23.5				20.5
START	49.5			30.5					37.5			27.9	20.0		22.4	21.3				18.1
NO. COMPANIES	3			2					2			4	2		2	6				5
NO. EMPLOYEES	3								2				2		2					
				3								9				12				13

HAMILTON, ON

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	52.6	39.2	44.0	39.2					41.0	36.5	34.1	29.3	42.3	21.4	29.8	25.1				21.7
LOW	45.5	33.5	42.5	36.5					33.5	34.5	29.5	26.5	34.5	19.5	26.5	21.5				18.5
MID	49.5	40.5	42.5	38.5					41.5	35.5	33.5	31.5	42.5	22.5	29.5	25.5				20.5
HIGH	57.5	47.5	44.5	40.5					46.5	38.5	37.5	31.5	47.5	22.5	34.5	29.5				24.5
START	50.5	33.7	36.1	34.5					34.2	31.2	29.5	28.0	35.4	19.9	25.5	21.9				18.7
NO. COMPANIES	5	7	5	9					5	9	13	9	7	3	10	13				12
NO. EMPLOYEES	5		16						7		66		11		37					
		7		28						26		25		3		39				62

KITCHENER, ON

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.5	40.7	36.1	37.9			31.8	25.9	48.0		36.1	27.9	35.5	28.4	24.2	20.9	28.2		17.9	17.5
LOW	33.5	29.5	35.5	32.5			37.5	22.5	35.5		32.5	22.5	22.5	23.5	20.5	17.5	23.5		14.5	16.5
MID	33.5	43.5	35.5	36.5			26.5	26.5	47.5		33.5	25.5	29.5	23.5	23.5	20.5	23.5		16.5	17.5
HIGH	59.5	49.5	36.5	39.5			37.5	28.5	51.5		38.5	31.5	42.5	33.5	28.5	21.5	33.5		19.5	18.5
START	0.0	36.8	0.0	35.1			27.9	22.7	40.0		31.3	26.5	32.4	27.8	20.4	21.2	22.7		15.8	15.7
NO. COMPANIES	2	3	2	5			2	3	4		4	4	4	2	6	5	2		4	6
NO. EMPLOYEES	2		2				3		7		76		4		13		2		12	
		3		7				46				72		2		13				11

REGINA, SK

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	57.4	53.4	46.4	38.4				28.0	46.7	37.1	37.7	34.2	42.0	32.1	28.6	25.4	23.6	23.7	21.9	20.2
LOW	51.5	48.5	42.5	34.5				25.5	42.5	25.5	33.5	32.5	38.5	28.5	25.5	22.5	22.5	20.5	21.5	19.5
MID	57.5	54.5	42.5	39.5				26.5	43.5	38.5	34.5	32.5	39.5	31.5	27.5	25.5	23.5	21.5	21.5	20.5
HIGH	61.5	57.5	50.5	42.5				29.5	44.5	39.5	37.5	36.5	46.5	36.5	29.5	26.5	24.5	25.5	22.5	21.5
START	47.4	40.5	41.4	34.9				26.0	36.3	31.2	33.1	28.1	34.8	28.9	23.9	24.0	20.0	21.6	19.5	18.8
NO. COMPANIES	9	3	2	6				6	4	4	4	4	7	3	4	8	3	4	2	5
NO. EMPLOYEES	9		2						23		29		7		5		8		5	
		3		16				14		8		16		3		17		8		85

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
DATA PROCESSING MANAGER	MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	LEAD SYSTEMS ANALYST	SYSTEMS ANALYST	MANAGER/SUPERVISOR - APPLICATIONS PROG.	LEAD APPLICATIONS PROGRAMMER	SENIOR APPLICATIONS PROGRAMMER	APPLICATIONS PROGRAMMER	MANAGER/SUPERVISOR - SYS. ANALYSIS & PROG.	LEAD PROGRAMMER/ ANALYST (PROJECT MGR.)	SENIOR PROGRAMMER/ ANALYST	PROGRAMMER/ANALYST	MANAGER/SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	SENIOR COMPUTER OPERATOR	COMPUTER OPERATOR	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	SENIOR DATA ENTRY OPERATOR	DATA ENTRY OPERATOR

Annual salaries in thousands

TORONTO, ON

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	52.4	50.6	45.5	37.5	46.7		31.5	28.6	50.8	46.7	37.0	31.6	43.3	37.7	27.2	23.1	32.6	23.0	21.8	17.9
LOW	45.5	35.5	44.5	32.5	36.5		28.5	22.5	45.5	39.5	34.5	27.5	28.5	27.5	21.5	21.5	29.5	20.5	20.5	16.5
MID	52.5	55.5	44.5	37.5	43.5		28.5	26.5	45.5	44.5	37.5	30.5	44.5	41.5	28.5	24.5	32.5	21.5	21.5	17.5
HIGH	54.5	55.5	46.5	37.5	47.5		34.5	31.5	51.5	48.5	40.5	34.5	50.5	44.5	32.5	25.5	32.5	27.5	23.5	18.5
START	41.3	40.8	39.9	33.1	39.8		30.4	27.8	44.9	42.3	33.2	28.6	38.9	33.2	25.1	21.2	28.3	20.5	18.4	16.8
NO. COMPANIES	8	4	2	4	4		2	4	4	4	7	8	8	3	5	9	6	3	5	8
NO. EMPLOYEES	9	4	6	4	6		2	6	11	18	43	30	8	4	16	17	7	6	16	51

WINNIPEG, MB

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.7			37.7						39.3	34.2	27.2	61.5			17.9	31.8		19.8	17.1
LOW	20.5			35.5						31.5	25.5	21.5	59.5			16.5	28.5		16.5	13.5
MID	58.5			35.5						31.5	25.5	23.5	59.5			17.5	28.5		19.5	13.5
HIGH	67.5			40.5						46.5	43.5	36.5	64.5			20.5	35.5		24.5	20.5
START	35.9			29.3						37.5	34.9	27.9	45.3			16.7	27.1		16.9	14.9
NO. COMPANIES	3			2						2	2	3	2			3	2		3	2
NO. EMPLOYEES	4			4						13	23	28	2			12	2		16	8

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